CAUT ACPPU
BULLETIN

SPECIAL REPORT
Political Science at UBC
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NEW DIRECTIONS
Accountability at All Costs
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Vol. 42, No. 7—September 1995 septembre

Administration at Memorial University Provokes Bargaining Crisis

THE SENIOR ADMINISTRATION at Memorial University of Newfoundland has provoked a major bargaining crisis, forcing the faculty association to take its case to the Labour Relations Board.

Actual negotiations began on June 6 and continued on June 8 when it was agreed to recommence on Sept. 12. But the next day the administration announced there was a crisis and asked the minister of labour for conciliation. It quickly became clear that the administration could neither define the crisis nor was it willing to negotiate seriously during conciliation.

It seemed to the faculty association to be simply a ruse to quickly exhaust the legal steps prior to an attempt to tear up the collective agreement, particularly when the administration admitted in conciliation that it had no intention of laying anyone off in the coming academic year.

These developments are not really surprising since the senior administration has never really accepted the unionization of the academic staff and operates one of the more secretive administrations in Canada.

The faculty association, through the conciliator, was able to narrow the discussion to salaries, merit pay, financial exigency and workload. The administration initially proposed they be allowed to increase workloads up to 12 courses and that the financial exigency article be gutted. The administration was unwilling to negotiate and ultimately walked out of conciliation on July 1.

Three days later the administration announced its attempt to tear up the collective agreement and substitute a unilaterally imposed administrative handbook. It was evident the handbook had been drafted while the abortive negotiations and conciliation were going on, if not before.

The faculty association replied with a lengthy complaint to the Labour Relations Board which is investigating and would normally hear the case in the early fall.

The association is demanding

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L'ASSOCIATION DES PROFESSEURS DE L'UNIVERSITÉ Memorial a déposé une plainte auprès de la commission des relations du travail de Terre-Neuve invoquant la mauvaise volonté de l'administration de négocier de bonne foi.

Les parties ont négocié sérieusement les 6 et 8 juin et ont décidé d'un commun accord de reprendre les négociations le 12 septembre. Toutefois, l'administration a annoncé le lendemain qu'elle demandait la conciliation, prétendant que l'association était responsable de la crise. À l'aide du conciliateur, les parties ont pu discuter entre autres des salaires, de la tâche et de l'urgence financière. L'administration a cependant quitté la table de conciliation le 1er juillet pour annoncer quelques jours plus tard la substitution de la convention collective par un guide administratif.

L'association a répliqué en déposant une plainte à la commission des relations du travail qui entendra la cause au début de l'automne. L'association demande notamment une ordonnance enjoignant l'administration de négocier de bonne foi, une déclaration de la nullité du guide administratif et une déclaration du maintien de la convention collective.

Lors de leur réunion au mois d'août, les administrateurs de la Caisse de défense de l'ACPPU ont décidé d'appuyer les démarches judiciaires de l'association et, en guise de solidarité, de tenir leur assemblée annuelle d'octobre à Terre-Neuve.

The Fabrikant Case

Supreme Court Will Not Hear Appeal

THE SUPREME COURT OF Canada has refused permission to Professor Valery Fabrikant to appeal against his conviction for first degree murder involving four Concordia University professors on August 24, 1992. Fabrikant was convicted in 1993 on four counts of first degree murder. The sentence was 25 years with no possibility of parole. Fabrikant appealed, arguing that the trial judge had cut off his defence which he was undertaking himself. The Quebec Court of Appeal had refused to overturn the judgment, noting that Judge Fraser Martin had acted properly since Fabrikant was obviously wasting the time of the court.

Valery Fabrikant

There are now no further avenues of appeal. The Supreme Court, as is usual, gave no reasons for its refusal to hear the appeal. The four professors who were killed were Matthew Douglass, Jaan Saber, Phoivos Ziogas and Michael Hogben. Professor Hogben was the President of Concordia University Faculty Association at the time of his death. ■

Background: CAUT Bulletin Reports, Sept. 92, Oct. 92 and Sept. 93

ILO Denounces Nova Scotia Government

IN A RECENT DECISION THE International Labour Organization (ILO) has roundly criticized the Nova Scotia government for repeatedly legislating public sector and university salary rollbacks without seriously consulting, let alone negotiating, with the unions and faculty associations involved.

The ILO concluded that the government's actions violated the Freedom of Association and Right to Organize Convention, 1948, an international convention which Canada has agreed to respect.

In an unusual move the ILO offered to provide advisors to assist in finding solutions to the difficulties in collective bargaining in the public service and the universities. The ILO also made this offer more general involving federal restraint legislation and bargaining difficulties in other provinces.

The ILO statement was much more strongly worded than is usual with such international documents. The Governing Council of the ILO said the government's legislation "...cannot be defined as exceptional measures and clearly go beyond what the [ILO] has found to be permissable restrictions on collective bargaining, especially as regards the duration of the period covered."

The ILO also objected to the cancellation of terms in collective agreements already negotiated. In fact the Nova Scotia government has effectively thwarted collective bargaining in the public sector for most of the six and a half year period from May 1991 to November 1997.

The ILO deplored the lack of consultation between the government and the unions concerned, stating: "Such consultations imply that they be undertaken in good faith and both partners have all the information necessary to make an informed decision."

The ILO also attacked the board set up under Bill 52 which can authorize changes in the collective agreements. Such boards, the ILO said, should be independent dispute-resolution bodies not bound by pre-established legislative criteria. Only such a body, it said, will gain and retain the confidence of the parties. The current Board clearly did not meet these criteria.

The ILO decision came in response to separate complaints from CAUT on behalf of the Nova Scotia Confederation of University Faculty Associations (NSCUFA) and the Canadian Labour Congress on behalf of the Nova Scotia Government Employees' Union (NSGEU).

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Librarians Continue Quest for Academic Status

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Response to the McEwen Report

In this issue of the Bulletin, the CAUT Executive has taken the unusual step of replacing the President's Editorial with a statement of its concerns arising from the decision by the President of the University of Brirish Columbia to suspend admissions to the graduate program in Political Science. In preparing this statement the Executive has consulted with the University of British Columbia Faculty Association.

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Professor's Hitler-Youth Comment Prompts Furor in Israel

EN BREF

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Pour le présent numéro du *Bulletin*, le Comité de direction a pris une décision inhabituelle en remplaçant l'éditorial de la présidente par un exposé de la situation à l'Université de la Colombie-Britannique. Prenant position, le Comité de direction fait état de ses préoccupations face à la décision du recteur de suspendre les admissions au programme d'études supérieures en sciences politiques. Le comité a consulté l'association des professeurs de l'université au cours de la rédaction de son exposé.

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Colloque des bibliothécaires de l'ACPPU

CONFERENCE CANCELLED

The CAUT Status of Women Committee has decided to cancel its conference, *Campus Alliances — Collective Action for Equity*. The 1995 conference, advertised in the April issue of the Bulletin, was due to take place November 2-4 in Windsor, Ontario.

ANNULATION D'UN CONGRÈS

Le Comité du statut de la femme a décidé d'annuler son congrès intitulé *Créer des alliances — L'action collective en vue de l'équité*. Annoncé dans le numéro d'avril du Bulletin, le congrès de 1995 devait se tenir à Windsor, en Ontario, du 2 au 4 novembre.

LETTERS COURRIER

Ministries examine openness policy

Thank you for your letter dated May 16, 1995, and copy of your association's Policy Statement on Openness and Transparency in Post-secondary Education.

I appreciate receiving this document and commend your association for taking the time to outline their views with respect to this matter. There is no question that fostering a climate of openness is important in univetsities and throughout the field of post-secondary education.

I have referred the policy statement to Ms. Robin Ciceri, Director of the Universities Branch, so that she and her staff who have responsibility for working with the universities in the Province of British Columbia, may be aware of your association's views.

DAN MILLER
Minister of Skills, Training and Labour
British Columbia

I am writing in response to your letter of May 16, 1995, to former Minister of Education and Training Dave Cooke, providing the CAUT Policy Statement on Openness and Transparency in Post-secondary Education.

You are likely familiar with the report of the Ontario Task Force on University Accountability which recommended an accountability framework based on the principles of academic freedom and institutional autonomy; responsiveness to stakeholders; cost effectiveness; and transparency. Ontario's universities are encouraged to operate in an atmosphere of openness and accessibility. In turn, the Ministry of Education and Training adopts, where feasible, a consultative approach to the development of policy affecting the universities and colleges.

Ontario's Freedom of Information and Protection of Privacy Act comes into play in connection with several of the principles outlined in CAUT's policy statement. The act provides that exemptions from access to information must be limited and specific. However, the act applies to government departments and agencies, but not to the universities. At present, the Council of Ontario Universities (COU) is in the final stages of developing guidelines on freedom of information and privacy protection for the universities, so I have taken the liberty of forwarding a copy of the statement to COU for their information.

HELMUT ZISSER
Ministry of Education and Training, Ontario

Thank you for sending a copy of the CAUT Policy Statement on Openness and Transparency in Post-secondary Education. I note with interest the policy statement encompasses the operations of government departments as well as university governing bodies and committees.

The issues of openness and fairness are especially important ones in the context of modern-day society. The CAUT is to be complimented for taking the initiative in producing a policy statement to address these issues.

DAN PERRINS
Deputy Minister, Education, Training and Employment
Saskatchewan

IN OCTOBER

The Liberals have been in power for almost two years. In the next issue of the Bulletin, CAUT will examine the government's record over those two years.

COMMENTS? QUESTIONS?

Letters for publication are welcome. Maximum 300 words. Publication is at the sole discretion of CAUT. CAUT will not normally print lettets abour individual local grievances nor those which, in its judgment, are libellous or defamatory, are on subjects which are not within the purview of CAUT's activities, or have been sufficiently discussed by other letter writers.

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COURRIER DES LECTEURS

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Differential Fees Remain for Foreign Students

The Nova Scotia Supreme Court has recently upheld a decision of the Nova Scotia Human Rights Commission in which the Commission declined to entertain a complaint regarding differential fees for foreign students. The issue was raised before the Commission by the Nova Scotia federation of faculty associations, NSCUFA, supported by CAUT. NSCUFA charged that differential fees levied by Mount St. Vincent and Acadia universities, violated the *Human Rights Act* in that they had a disproportionately negative effect on non-white students and students of non-European origin: in short, they violated the *Act's* prohibition against adverse effect discrimination.

On judicial review of the Commission's decision, the Court held that NSCUFA did not have standing to challenge the Commission, as it was not an "aggrieved person" under the *Act*, and did not meet the requirements for "public interest" standing. The Court found further that the Commission's decision was correct, in that differential fees based upon citizenship and place of residence did not fall within the grounds of discrimination prohibited by the *Act*. ■

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Managing Editor/Rédactrice en chef: Liza Duhaime
Editorial Assistant/Adjointe à la rédaction: Louise D'Anjou
Advertising and Circulation/Publicité et diffusion: Stella Cosentino
Translation/Traduction: Louise Caron
Graphic Design/Graphisme: Kevin Albert

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UNB — New Three-Year Collective Agreement Ratified

The Association of University of New Brunswick Teachers and the University of New Brunswick reached agreement in July on a new collective agreement. The three-year agreement was ratified by both parties in August. Noteworthy changes to the collective agreement are as follows:

Salary

Progress increments (PTR) will be paid on the same basis as in the previous agreement, i.e. on July 1, 1995, and each July 1 thereafter during the agreement, a PTR will be paid to all those who are not at the ceiling for their rank.

All salaries, salary floors and salary ceiling will be adjusted on January 1 of each year (starting January 1, 1996) in accordance with a competitive adjustment. The competitive adjustment is an adjustment to all salaries, salary floors and salary ceilings, intended to keep the average salaries at UNB within a band defined as ± 2% of the average salary at a group of comparable Canadian universities, on a three year rolling average basis.

The competitive adjustment is defined as being equal to the Consumer Price Index (on a three year rolling average basis) plus any adjustment needed to bring the new UNB average salary (after the competitive adjustment is made) up to 0.98 times the average salary of the competitive group of universities or minus any adjustment needed to bring the new UNB average salary down to 1.02 times the average salary of the competitive group.

The effect of this is that the competitive adjustment will be equal to the average yearly change in the CPI over the previous three years when the new UNB average salary (after the competitive adjustment is made) is within this band. If the new average salary at UNB is below the ± 2% band, an increase larger than the CPI change would be required. Similarly, if the UNB average salary would exceed the ± band, an increase less than the CPI change would be required.

The universities used as a comparison group are Memorial, Dalhousie, TUNS, Carleton, McMaster, Ottawa, Queen's, Windsor, York, Manitoba, Saskatchewan, Regina, Calgary, Victoria.

Performance Indicators

Performance indicators are much in the air these days. The parties agreed that they would approach the issue on a cooperative basis and would identify and recommend appropriate institutional performance indicators through a parity committee.

Communications

A new article has been negotiated setting out a process of communication between tenured faculty members and their Chairperson (or Dean if there are no departments in that faculty). Once every three years Chairpersons meet with each tenured faculty member to discuss informally that faculty member's professional plans for the next three years and that faculty member's self evaluation of their performance of their professional responsibilities since their last such meeting with the Chairperson. These discussions are informal and do not lead to any entry in the faculty member's official file. This informal process is separate from the disciplinary process and the performance review process. Analogous provisions apply for instructors and librarians as well.

There are also revisions to the academic pension plan and the processes of accountability. ■

SALARIES OF ASSISTANT PROFESSORS 1994-95

	INSTITUTION	NUMBER	AVERAGE	MINIMUM	10TH	90TH
NF	Memorial	145	45,368	35,192	39,008	49,820
PE	UPEI	68	49,679	36,464	38,233	60,590
NS	Acadia	40	47,509	37,029	41,200	52,665
	Sainte-Anne	9	38,632	32,137	—	—
	Mt. St. Vincent	55	46,124	35,611	39,973	51,005
	Dalhousie	106	47,797	34,600	38,534	54,537
	NSCAD	11	44,053	33,589	40,047	46,608
	TUNS	21	51,524	—	46,515	54,500
	St. Francis Xavier	53	42,217	37,616	38,053	47,370
	St. Mary's	52	43,753	37,923	39,096	47,604
	King's	12	49,743	—	38,706	53,206
	Cape Breton	21	37,586	29,932	32,178	42,801
NB	Mt. Allison	13	41,489	34,854	36,422	45,833
	UNB	93	48,872	39,985	40,523	55,803
	Moncton	67	48,557	34,884	40,326	54,836
	Shippagan	13	46,661	—	39,021	51,389
	St. Louis Maillet	11	44,083	—	38,234	47,311
	St. Thomas	21	51,477	39,764	43,740	58,048
ON	Brock	56	52,793	37,975	42,220	64,664
	Carleton	112	58,103	39,620	48,014	68,671
	Guelph	109	59,395	—	47,462	69,058
	Lakehead	60	51,781	—	44,500	61,730
	Laurentian	116	53,034	—	44,600	65,503
	Algoma	11	42,433	38,861	36,702	45,725
	Nipissing	40	57,065	46,589	48,385	62,753
	McMaster	79	56,022	—	45,617	71,043
	Ottawa	196	54,063	41,354	43,557	63,254
	Queen's	154	54,298	37,950	40,281	69,122
	Toronto	231	56,475	38,200	43,426	69,138
	St. Michael's	7	56,208	38,200	—	—
	OISE	8	60,214	51,792	—	—
	Trent	34	55,129	41,816	48,052	59,500
	St. Jerome's	4	-	38,932	—	—
	Western	181	53,128	40,093	41,136	67,369
	Saint-Paul	11	44,433	41,409	44,131	44,626
	Huron	11	48,834	37,368	40,015	57,236
	King's College	7	49,144	—	—	—
	Windsor	81	54,467	37,627	45,000	66,892
	York	184	57,083	42,650	46,556	72,725
	Wilfrid Laurier	73	54,240	37,810	40,571	71,498
	Ryerson	18	49,165	32,800	42,152	53,367
MB	Brandon	49	47,855	—	40,177	56,123
	Winnipeg	38	45,573	—	38,876	52,811
SK	Regina	73	52,403	40,019	45,035	58,359
	St. Thomas More	8	48,103	—	—	—
	Saskatchewan	112	49,756	37,275	44,302	54,844
AB	Alberta	162	51,608	39,230	43,307	59,726
	Calgary	144	48,289	37,400	42,245	55,875
	Augustana	26	43,771	—	38,091	50,505
BC	Simon Fraser	119	56,237	39,921	46,686	66,602
	UNBC	48	49,578	—	44,900	56,200

Source: Statistics Canada. The institutions listed are those for which data was available.

TAX FACTS

Calculations for Business Income

BY STEVEN DYCK

The 1995 federal budget took many Canadians by surprise with its plan to require all unincorporated businesses to adopt a Dec. 31 fiscal year-end, with a 10-year period during which taxpayers could "catch up" taxes owed on "stub-period" income. For a taxpayer with a May 31 year-end, for example, the stub period was June 1 to Dec. 31.

However, a July 1995 news release from the Department of Finance indicates that an alternative method has been devised, allowing taxpayers to phase in the stub period income but retain the original fiscal year-end.

In essence, the taxpayer will report the income for the 12-month period ending in the calendar year (as traditionally), and then to this will add an estimate for the stub period based on a pro-ration of the first 12 months. The next year the same will be done, and then a deduction made for whatever estimated amount was included the previous year.

In addition, a reserve adjustment will be made each year using the same declining method as in the method set out in the February budget: in 1995, having added into income all the stub period income, a reduction can be made for 95 per cent of it — i.e. a net addition of five per cent. For the next eight years, 10 per cent of the 1995 stub period is added in, and in 2004, 15 per cent.

There will be an election required to retain the current year-end date, due before the filing deadline for individuals reporting business income, which the Finance Department proposes will be moved back to June 15, 1996, for individuals reporting business income.

Example: Assume $60,000 income in 1995, $120,000 in 1996, and a May 31 year-end:

	1995	1996
Fiscal year-end	$60,000	$120,000
Reserve		
$60,000 x 7/12	35,000	
$120,000 x 7/12		70,000
Less: prior year reserve		(35,000)
"Catch-up" Provision		
$35,000 x 95%	(33,250)	33,250
$35,000 x 85%		(29,750)
Taxable income	$61,750	$158,500

(Steven Dyck, C.A., is senior manager with Robertson & Hill, chartered accountants in Ottawa. Readers of this article should note that the material presented herein is expressed in general terms. The particular circumstances of any individual's tax situation must also be taken into account. Accordingly, we suggest that no action be taken solely on the basis of the information provided herein and that in many cases professional advice should be obtained.)

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About The Editor: Patrick Bowles, BCL BL, has many years experience with litigation management and practice management. Patrick is Chair, National Section, Law Practice Management of the Canadian Bar Association and a Director of CBANet Inc. As a member of the Electronic Publishing task Force and International Law Practice Task Force of the American Bar Association he is involved in electronic publishing in both Canada and the U.S.

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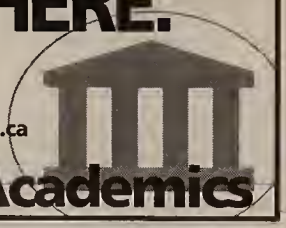

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Bargaining Crisis at Memorial

FROM PAGE 1

an order to the administration to bargain in good faith; a declaration that the handbook is null and void because it constitutes bargaining with individual members of the bargaining unit; a declaration that the collective agreement continues in effect because the provisions of the Labour Relations Act in regard to conciliation were not properly or honestly followed; the production of all memos, electronic files and other data pertaining to the production of the illegal handbook; and damages if the university undertook any action that materially affected either the association or its members.

The faculty association also held a membership meeting in early July which brought out more than 350 members and CAUT President Joyce Lorimer and Executive Director Donald Savage. The bargaining team and the executive reviewed the situation and the CAUT president and executive director addressed the membership.

The chief negotiator informed the meeting that the main rhetorical target of the administration, when discussing layoffs and workloads during conciliation, was the Faculty of Science.

The CAUT Defence Fund trustees met in August and decided to give support to the legal actions of the Memorial Faculty Association since the actions of the administration were designed to undermine the collective agreement at Memorial. The trustees unanimously deplored these attempts to circumvent the collective bargaining process and pledged financial support to MUNFA. They also agreed to hold their October meeting in Newfoundland.

Meanwhile there have been informal discussions between the senior administration and the faculty association to see whether or not it would be possible to resolve the situation and recommence bargaining. ■

CAUT Defence Fund assets $8,791,356; 27 faculty associations are members.

L'OIT dénonce le gouvernement de la N.-É.

L'ORGANISATION INTERNATIONALE du travail (OIT) a récemment rendu une décision qui critique sans détour le gouvernement de la Nouvelle-Écosse. Ce dernier a en effet légiféré à maintes reprises une réduction des salaires du secteur public et universitaire sans consulter sérieusement les syndicats et les associations de professeurs visés, encore moins négocier avec eux.

L'Organisation a statué que les mesures du gouvernement violaient la Convention de 1948 sur la liberté syndicale et la protection du droit syndical, une convention internationale que le Canada a acceptée de respecter.

Dans un geste inhabituel, l'OIT a offert au gouvernement les services de conseillers pour aider à trouver des solutions aux problèmes prévalant dans le secteur public et universitaire en matière de négociation collective. Cette offre de l'OIT avait en outre un caractère plus général englobant la législation restrictive du gouvernement fédéral et les problèmes de

Sonia Thon

négociation collective dans d'autres provinces.

Le ton du jugement de l'OIT est beaucoup plus ferme qu'à l'ordinaire pour ce type de document international. Le Conseil de l'OIT a statué que la législation du gouvernement ne pouvait être considérée comme une mesure d'exception et qu'elle outrepassait clairement les restrictions qui, selon l'Organisation, peuvent être imposées à la négociation collective, surtout sur le plan de la durée de la période visée.

L'OIT s'est aussi opposée à l'annulation des modalités des conventions collectives déjà négociées. De fait, le gouvernement de la Nouvelle-Écosse a carrément bafoué les négociations collectives dans le secteur public depuis six ans et demi, soit pendant la période de mai 1991 à novembre 1997.

L'OIT a déploré le manque de consultation entre le gouvernement et les syndicats visés. Elle a conclu que «des consultations de ce type devraient être menées de bonne foi, et que les deux partenaires devraient disposer de tous les renseignements requis pour prendre une décision éclairée».

L'OIT s'en est également prise au conseil établi en vertu du projet de loi 52 qui peut autoriser la modification des conventions collectives. De tels conseils devraient être des organismes indépendants de règlement des différends qui ne sont pas liés par aucun critère législatif préétabli. Seul un tel organisme pourra gagner et conserver la confiance des parties. Il est clair que le conseil en place ne répond pas à ces exigences.

La décision de l'OIT fait suite à deux plaintes distinctes déposées par l'ACPPU au nom de la Confédération des associations des professeurs d'université de la Nouvelle-Écosse (CAPUNE), et du Congrès du travail du Canada, pour le compte du syndicat des employés de la fonction publique de Nouvelle-Écosse (Nova Scotia Govetnment Employees' Union).

Mme Joyce Lorimer, présidente de l'ACPPU, a demandé au gouvernement de la Nouvelle-Écosse de respecter le jugement de l'OIT, en particulier lorsqu'il s'agit du respect des contrats négociés librement. Selon elle, aucun gouvernement ne devrait avoir le droit de déchirer ces contrats. Elle a demandé le rétablissement de ces ententes. La présidente de la CAPUNE, Sonia Thon, a demandé au gouvernement d'accepter l'offre de médiation de l'OIT.

Mme Lorimer a exhorté le gouvernement à mettre fin rapidement au gel de la négociation collective et de permettre aux intervenants du secteur universitaire et de la fonction publique en général de négocier adéquatement.

La CAPUNE et l'ACPPU ont sollicité une rencontre conjointe avec le ministre du travail pour discuter de la situation. Il semble que le rapport Halliwell, dont la publication est attendue depuis longtemps en Nouvelle-Écosse, recommandera que les droits de négocier collectivement soient rétablis dans les universités.

L'OIT est l'un des principaux organismes des Nations-Unies. Mise sur pied avant la Seconde Guerre mondiale, elle est composée de représentants d'employeurs, de syndicats et de gouvernements. Elle établit des normes internationales convenues par la voie de conventions internationales. En ayant ratifié l'importante Convention n°87 concernant la liberté syndicale et la protection du droit syndical, le Canada s'est engagé à la mettre en oeuvre.

Au cours des 15 dernières années, à la suite de plaintes de l'ACPPU, l'OIT a jugé que la législation du travail visant les professeurs de l'Alberta et de la Colombie-Britannique violait les normes internationales. Le gouvernement de la Colombie-Britannique a par la suite modifié sa loi.

L'Organisation a également jugé que le contrat social imposé par le gouvernement de Bob Rae, en Ontario, n'enfreignait pas ces conventions parce qu'il comportait un élément de négociation et qu'il se limitait à une période bien précise. Toutefois, l'OIT a estimé qu'il était à la limite et a conseillé au gouvernement de l'Ontario de ne pas récidiver. ■

Reality or Pipe-Dream?

Librarians Continue Quest for Academic Status

BY KEN FIELD

IN CANADA TODAY THERE IS still a need to assert the academic nature of the work of librarians in universities. The relationships that academic librarians have with faculty and students in teaching, research and learning are apparent to all who choose to look. There are still administrators, however, who choose not to see the genuine academic nature of relationships that exist among librarians, faculty and students.

Academic librarians are not only involved in making resources available to the university community but also in examining and improving access to and the scope of library resources. Libraries are in a constant state of evolution as librarians respond to changing technologies and changing environments to make libraries supportive places for teaching, research and learning.

To be effective in supporting and enhancing the missions of universities, academic librarians must be deeply involved in university communities and the broader academic community so that the perception of the library as the centrepiece of the university can be realized and sustained.

Only through a recognition of the roles of academic librarians in the missions of universities by administrators and others can librarians hope to take their rightful place within the university community: a place not just as servants to that community, but as full and active partners in it.

The demand of academic librarians for recognition in the fulfilment of the missions of universities carries with it the demands for full participation in the governance of universities, alongside faculty and students. Terms and conditions of employment that facilitate the greater participation of librarians in university affairs must be achieved.

As well there is the need for the recognition of the research components of academic librarians' work. This research is more often than not applied research, as librarians work to improve the scope of and access to resources available. As a result, it is often not apparent as it forms part of the day-to-day work of librarians. Nonetheless, it is there and must be counted as part of the professional responsibilities of academic librarians.

Moreover, terms and conditions of employment which acknowledge such aspects of professional work and provide opportunities for more intense research activities — e.g. research leaves, release time and sabbaticals — are necessary goals.

Along with full recognition and participation in the university comes the call for salary parity with faculty members. Given the current financial gloom, salaries are among the most difficult aspects for administrations to consider. The arguments for parity, given the commonality of work by faculty and librarians, are compelling.

The CAUT Librarians' Committee continues to grapple with these issues. The final outcome of this process will be an information paper which, hopefully, will bring some clarity to what have been and continue to be issues cloaked in confusion.

The most bedeviling aspect of trying to find clarity is the problem of definition. The concepts of faculty status and academic status have been used at various times interchangeably throughout North America. While we are trying to provide definitions which show the distinctness of these concepts, one cannot escape the fact that they are inextricably related and interdependent. ■

(Ken Field is Serials and Photocopy Librarian at the Bata Library, Trent University.)

Guidelines for Complainants

The CAUT Academic Freedom and Tenure Committee has prepared a short document, "Guidelines For Complainants," on how best to prepare a complaint for consideration by the Committee. Potential complainants, including faculty associations, are urged to write to Sue Trounce at CAUT for this document prior to submitting material to the Committee.

CAUT Response to the McEwen Report

In this issue of the Bulletin, the CAUT Executive has taken the unusual step of replacing the President's Editorial with a statement of its concerns arising from the decision by the President of the University of British Columbia to suspend admissions to the graduate program in Political Science. In preparing this statement the Executive has consulted with the University of British Columbia Faculty Association.

Pour le présent numero du *Bulletin*, le Comité de direction a pris une décision inhabituelle en remplaçant l'éditorial de la présidente par un exposé de la situation à l'Université de la Colombie-Britannique. Prenant position, le Comité de direction fait état de ses préoccupations face à la décision du recteur de suspendre les admissions au programme d'études supérieures en sciences politiques. Le comité a consulté l'association des professeurs de l'université au cours de la rédaction de son exposé.

Summary

Recent developments concerning the Department of Political Science at UBC raise several very serious issues for university faculty. In reaction to a report by Ms. Joan McEwen, a lawyer appointed by the President, regarding allegations of sexism and racism within the graduate program, President Strangway took unilateral action to close admissions to that program, without full internal investigation, and without the recommendation of Senate. In an earlier regular external academic review, the Political Science department was denied access to the full text of reports by external peers, which might have assisted it in responding to perceived problems in the program.

The administration made no attempt to differentiate between charges relating to matters of program governance and those relating to individual cases of sexual or racial harassment or systemic discrimination. The sexual and racial harassment policies already in place had been imposed by the administration without negotiation with representative employee groups or students, and were not followed in practice. Acting without agreed procedures on how to handle charges of systemic discrimination, the administration succeeded in tarnishing the reputation of an entire department, when even Ms. McEwen's report indicates that half of the department members were not the subject of any student complaints, and in fact received very real praise.

As the national professional association representing academic staff, CAUT is committed to the maintenance of academic standards and the service of the best interests of the profession as a whole. It is incumbent on universities to put in place effective procedures which protect the individual and intellectual rights of both academic staff and students, which ensure against discrimination, and which offer adequate investigation and defence to both parties when accusation is made that those rights have been violated or discrimination has occurred. The university administration, by its actions in response to Ms. McEwen's *Report in Respect of the Political Science Department of the University of British Columbia* failed to carry out these responsibilities. Any disruption of due process is, by its very nature, a potential threat to academic freedom. The closure of admissions to the graduate program is unacceptable and should be rescinded immediately.

Unilateral Suspension of Admissions to an Academic Program

By the Summer of 1994 the administration at UBC was faced with an escalating crisis in the Political Science Department, based on a body of complaints by a group of students as well as by individual graduate students.

What should a university administration do in such circumstances? An administration must seriously investigate all such charges to see if there is bona fide complaint. It may do this through the office of a vice president or a dean or an agency specifically set up to inquire into such complaints. It may also, as UBC chose to do in this case, ask an outsider to conduct an investigation. Such investigations are, and can only be, a preliminary step in the process of dealing with these types of complaints. They are intended to place before the appropriate administrators the information necessary for them to make a decision as to whether or not there are reasonable grounds for further action. These preliminary investigations are not a substitute for an adjudicative process. They are simply the first step in deciding whether or not to proceed further. Once an administration has received the relevant information, the appropriate official must decide on a course of action within the range of established policy relating to governance, educational, or disciplinary mechanisms. If discipline is pursued then it must be understood that the affected individual or individuals have recourse to a grievance and arbitration procedure.

The arbitration procedure is, in fact, the moment at which adjudication takes place as to the truth or otherwise of the charges. The difference between these two points in the process can be clearly seen in the events surrounding recent charges of harassment at the British Columbia Institute of Technology (Pacific Marine Training Campus). When such charges emerged at that institution, the administration there also engaged Ms. McEwen to investigate. She did so and produced a report. On the basis of that report the Board of Governors chose to discipline two faculty members. Those faculty members contested their discipline in an arbitration. The administration attempted to introduce Ms. McEwen report as evidence at arbitration. The arbitrator refused to admit the report on the grounds that it was hearsay, and took the position that he would have to hear all the witnesses *de novo*.[1]

In the particular case of UBC then, it was not unreasonable for the administration of UBC to appoint Ms. McEwen to investigate the various charges and allegations within the Political Science Department. The mistake made by the administration was to treat this report as though it were a judicial decision, and to issue it to the world as though it was the last word rather than the first word in this affair. Furthermore, the administration decided to suspend the intake of students into the graduate program in Political Science without verifying Ms. McEwen's allegations.[2]

It is difficult to understand why the UBC administration chose to act in this manner. As Ms. McEwen herself stated

> "because I have not been constituted a judicial or quasi-judicial tribunal, and have not conducted a hearing wherein all of the "due process" safeguards have been available to the faculty, students and University, it would be inappropriate for me to make a juridical finding in respect thereof.
> "Rather, I interpret my mandate as requiring me to consider whether, on the information before me, a "basis" exists for the allegations in question; namely, do the complaints raise a genuine issue for determination?"[3]

The inquiry kept no transcripts and faculty responses were used only selectively.[4] At best, then, Ms. McEwen's report can be said to have exhaustively documented the students' complaints, airing what they perceived to be the basis for their allegations.

It is also not clear why Ms. McEwen, in the light of her own admission that she had not followed due process, should then have recommended what is, in effect, a disciplinary action, that is closure of admissions to the graduate program for September 1996.[5] Even more worrying is why the university felt free to act upon her advice, without further investigation. It was the job of the administration to sift through all the allegations in the report and decide how the appropriate internal authorities should respond to them. Instead, the President assumed that a judgment had been made on the Political Science Department and immediately suspended all student entry to the Graduate Program for the year 1996-1997. In short, the administration panicked. By its actions, however, the administration managed to tarnish the reputation of the entire department.

This authoritarian abdication of due process can be seen, most clearly, in the administration's failure to consult the democratically constituted senior academic body of the university, the Senate, before it moved to suspend graduate admissions in Political Science.

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CALL FOR NOMINATIONS
CAUT LIBRARIANS' COMMITTEE AND CAUT STATUS OF WOMEN COMMITTEE

Due to recent resignations, nominations are sought for elections to fill two vacancies on the CAUT Librarians Committee, those being the post of Chair and one (1) member; and one vacancy on the CAUT Status of Women Committee, that being one (1) member.

In order to maintain the effectiveness of CAUT as an organization it is extremely important that well qualified members of local and provincial associations are nominated. The Election will take place at the CAUT Council meeting in Ottawa in November 1995.

DESCRIPTION OF POSITION

Committee Chair
The person to chair the Committee shall normally have served at least one year on the Committee.

Committee Members
Nominees for positions on Standing Committees should have considerable experience in the area of responsibility of the committee to which he or she is nominated.

TERM OF OFFICE

Librarians Committee
The term of office for the Chair is the balance of a term ending ***May 1997***. The term of office for the committee member is for the balance of a term ending ***May 1996***.

Status of Women Committee
The term of office for the committee member is for the balance of a term ending ***May 1996***.

NOMINATION PROCEDURE

Nominations should be sent to:
Professor Mark Sandilands
Person Chairing, Elections and Resolutions Committee
CAUT, 2675 Queensview Drive, Ottawa, ON K2B 8K2

They should include:
- A letter of nomination.
- A brief statement of why the nominator feels the nominee is qualified to serve.
- The agreement of the nominee to serve if elected.
- A completed copy of the "Standard Information Form" (available from any Faculty Association office or from CAUT).

NOMINATION DEADLINE:
October 13, 1995

CAUT Response to the McEwen Report

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Indeed, it is extraordinary that the President of the univetsity should have taken such an action. It is extremely disturbing that the Senate as a body was not given an opportunity to consider the issue. Sutely it is the Senate which decides what programs should be offered and, by extension, what ptograms shall not be offered or curtailed. The decision of the administration had the effect of partially closing the graduate program in political science for a period of time. This should not have been done without the advice and consent of the Senate. The Senate is the chief academic decision-making body of the university.[6]

If an academic Senate is convinced that a academic department in a university cannot function, either academically or administratively, it has the power to place the department under trusteeship. Recognizing this, CAUT Council has recently developed guidelines for action in such cases. These state that ttusteeship can be imposed when there is clear, persuasive and public evidence that a department cannot carry out its academic or financial business according to normal practice, but provide clear safeguards for the exercise of this power.[7]

Proper Administration of Academic Reviews

Early in 1992 the senior administration at UBC was informed that a group of graduate students in the Department of Political Science were deeply concerned about the program, citing what they perceived to be indications of systemic sexism and tacism in its faculty complement, curriculum and methods of instruction. How may a department deal with allegations that it has been unwilling to contemplate reasonable pluralism in course offerings, or that it is unreasonably committed to one or more ideologies to the exclusion of others. One way is the process of external academic peet review. There was in fact a regular, 5-year, external review of the Political Science Department in 1992/93. However, the process by which the review was managed by the senior administration was seriously flawed.

CAUT Council has developed a policy statement in relation to the academic assessment of departments. It takes the position that rhe process should be approved both by the senate and by the faculty association and that the full report of any external examiners should be circulated to all members of the department. In fact all members of the department should receive the penultimate draft of the teport of the external examiners so that they can comment before a final report is produced.[8]

The review of the Department of Political Science at UBC began in September 1992, three months after the group of graduate students had made their first formal complaint. The review was conducted by an internal Review Committee, comprised of 6 UBC faculty members outside the Department, and by 3 peers in the discipline, external to the University. The Dean of Graduate Studies took the responsibility for apprising each of the visiting external examiners of the student complaints.

Ms. McEwen's report provides an exttact of the findings of the Review Committee. Any comment here, on these findings, is made in the full knowledge that it depends on Ms. McEwen's representation of them. If this representation is accurate, however, it would appeat that the report of the Review Committee praised the department highly, and noted the strength and reputation of both the undergraduate and Master's programs. It also, raised concerns about the Ph.D. program relating to the gender balance of the faculty, the breadth and focus of the curriculum, and inconsistency in internal systems of advice and support for graduate students. Strategies were suggested for responding to these concerns. The full texts of individual reports by the three external examiners within the discipline were nor provided to the Department. Ms. McEwen, who had access to those reports, states that while the concerns of the external peer reviewers were presented to the department, the emphasis which they had placed upon them was not.[9] This left the department understandably in some difficulty in considering how to respond to broader recommendations of the Review Committee, when it had no access to the actual details of the external examiners' reports.[10] The Political Science Department was deprived of the full benefit of one of the most important measures of quality in the academic community: objective review by distinguished peers within the field. This was a key error. A department needs access to the full texts.

Even though the departmental members had no access to the reports of the external reviewers, the senior administration did. In these circumstances, the appropriate administrators should have ensured that the criticisms were examined and, if found to be valid, brought to the attention of the whole department for consideration. The relevant administratots should also have ensured that the department was supported in ways that would enable it to respond effectively.

Confusion of Issues Relating to Governance Procedures in Graduate Programs, with Other Allegations of Racism and Sexism

A good number of the issues raised by the graduate students consulted by Ms. McEwen, concern graduate program govetnance.

David Strangway

Indeed the student complainants recognized this themselves in their memorandum of 15 November 1993:

> while some of the problems particulatly affect women, most of the concerns outlined address issues relevant to all graduate students.[11]

In the year after the Academic Review, according to Ms. McEwen's report, the Political Science Department made considerable efforts to respond to perceived governance problems by the creation of internal committees, development of procedural guidelines and interim measures, and responses to particular complaints. If Ms. McEwen's review of the chronology of developments is accurate, the student complainants perceived these measures as inadequate and cosmetic.[12] The difficulty here would appear to have been that, for the students, issues relating to program govetnance had been subsumed within the broader allegations of racism and sexism. From Ms. McEwen's report, it seems clear that UBC's Sexual Harassment Advisor did make efforts, with an individual student complainant, to establish the distinction between concerns relating to discrimination, and those relating to academic supervision.[13] It is difficult to see, however, why Ms. McEwen, who had full access to the documents produced by the External Academic Review, as well as the material from the Sexual harassment Advisor, did not similarly feel the need to clarify the situation by categorizing the types of student concerns more concretely. As written Ms. McEwen's report simply characterizes all of what would appear to be entirely different categories of complaints as providing a general 'basis' fot allegations of tacism and sexism. The subsequent actions and statements by the President of UBC, and other members of the senior administration, show a similar failute to make the necessary distinctions, confusing an already difficult situation.

Admittedly, program governance also raises difficult rights issues which universities, in general, are only just beginning to address. Graduate students are more vocal than they used to be in asserting their perceived rights. CAUT's policy on *Professional Rights, Responsibilities and Relationships* states that the relationship of supervisor and student should be professional, competent, characterized by an honest exchange of intellectual criticism, and free from sexual or racial harassment.[14]

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APPEL DE CANDIDATURES
COMITÉ DES BIBLIOTHÉCAIRES ET COMITÉ DU STATUT DE LA FEMME

Des membres de deux comités ayant donné leur démission, il nous faut donc solliciter des candidatures pour combler deux postes au Comité des bibliothécaires, soit le poste de la présidence et un poste de membre ordinaire, ainsi qu'un poste de membre ordinaire au Comité du statut de la femme.

Pour que l'ACPPU demeure une organisation efficace, il est donc très important de proposer des candidats qualifiés des associations locales et provinciales. Les élections se tiendront à l'occasion de l'assemblée du Conseil qui aura lieu à Ottawa en novembre 1995.

DESCRIPTION DES POSTES

La présidence
La personne qui assume la présidence a normalement siégé au moins un an au comité.

Les membres du comité
Les candidats à des postes aux comités permanents doivent posséder une expérience considérable dans le champ des responsabilités du comité pour lequel leur candidature est proposée.

MANDAT

Comité des bibliothécaires
Le mandat pour la présidence poursuit un mandat prenant fin en *mai 1997*. Le mandat pour le membre du comité poursuit un mandat prenant fin en *mai 1996*.

Comité du statut de la femme
Le mandat pour le membre du comité poursuit un mandat prenant fin en *mai 1996*.

MÉTHODE DE MISE EN CANDIDATURE

Il faut envoyer les candidatures à :
M. Mark Sandilands
Président, Comité des élections et résolutions
ACPPU, 2675, promenade Queensview
Ottawa (Ontario) K2B 8K2

Les pièces suivantes doivent accompagner les mises en candidature :
- Une lettre de mise en candidature.
- Une brève déclaration expliquant pourquoi la personne qui présente le candidat ou la candidate estime qu'il ou elle possède les qualités voulues.
- L'accord du candidat ou de la candidate de siéger au comité advenant son élection.
- Une copie du formulaire d'information réglementaire à l'intention des candidats à un poste électif de l'ACPPU, disponible auprès des associations de professeurs ou de l'ACPPU.

DATE LIMITE DES MISES EN CANDIDATURE :
le 13 octobre 1995

CAUT Response to the McEwen Report

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In practice, these ideals are not always easy to implement and require care in the development of procedures that fairly balance the rights and academic freedom of both faculty and students, and are premised on a clear understanding of their relative positions. In the past decade numerous problems have arisen on university campuses, concerning students' intellectual property rights in supervised research, the professorial right to establish curriculum content, and the mutual intellectual and workload responsibilities involved in the faculty/student supervisory relationship. An Ad Hoc Committee, composed of representatives of all the Standing Committees of CAUT, is presently trying to disentangle the complexities involved in the intersection of Academic Freedom and Equity matters, and to make some preliminary suggestions for procedures for resolution when conflicts arise.

Harassment Policies and Procedures

Efforts by the Political Science Department to resolve questions of program governance were sidelined by the emergence of particular individual complaints of alleged incidents of sexual and racial harassment, of racism and sexism, and of a climate of sexism and racism within the department. The UBC administration was ill-prepared to respond to these complaints.

UBC's policies for sexual and racial harassment were not negotiated with representative groups on campus. Furthermore, in the case where individual charges of Sexual Harassment were made, the administration failed to follow the procedures it had set in place.

Sexual and racial harassment policies should be negotiated with the faculty association, other employee groups and student representatives on campuses. The policies at UBC were not so negotiated. Ms. McEwen's report appears to suggest that her preferred model is also one of top-down enforcement by the administration. CAUT holds that negotiated policies are preferable. Negotiation brings a commitment by all parties to the policies and ensures that the procedures flowing from them provide a full due process in investigation and defence to the complainant and the respondent. It is also important to define the role of the Sexual and Racial Harassment Advisor, so that the persons in this office do not find themselves occupying the position of both informal mediator and prosecutor. The University, as employer, has a legal obligation to provide procedures which deal with complaints fairly and expeditiously. CAUT Council's policy statement, *Abuse of Professional Authority:Sexual Harassment*, deals with both informal and formal procedures and the measures necessary to protect the rights of both complainants and respondents.[15]

In the event, at UBC, the Administration gave the investigation of charges of individual incidents of sexual and racial harassment, as well as broader allegations of a climate of racism and sexism within the Political Science Department, to an outside party, Ms. McEwen. Individual charges thus became part of a broader inquiry into systemic discrimination against graduate students as a group, by the department as a whole.

As Ms. McEwen notes, the Supreme Court of Canada has defined systemic discrimination in the following manner:

> discrimination ... means practices or attitudes that have, whether by design or impact, the effect of limiting an individual's or a group's right to the opportunities generally available because of attributed rather than actual characteristics...
>
> It is not a question of whether this discrimination is motivated by an intentional desire to obstruct someone's potential, or whether it is the accidental by-product of innocently motivated practices or systems. If the barrier is affecting certain groups in a disproportionately negative way, it is a signal that the practices that lead to this adverse impact may be discriminatory. This is why it is important to look at the results of a system.[16]

Investigations into systemic discrimination, or what are often called "chilly climate" issues, are very difficult and fair and impartial procedures for conducting them have yet to be worked out in the university system. The Status of Women Committee of CAUT is currently studying this question.

The administration's handling of Ms. McEwen's inquiry at UBC, however, does allow some generalizations from the clear failures in due process in that case. Firstly: while it might be helpful for a university to bring in an external investigator, that investigator ought simply to review complaints of systemic discrimination and report to the administration on whether there appears to be a sufficiently serious problem to warrant further consideration by the appropriate internal authorities. Although dialogue and mediation would be the preferred approach in any subsequent internal process, should discipline result, the individuals affected must have access to the full protection of arbitration. Secondly: even a preliminary external investigation of a whole department ought to provide an opportunity for the department to respond, as individuals and a collectivity, to the investigator's findings before those findings are presented, and certainly before any action affecting the department, and all the members thereof, is taken. Thirdly: any such report should avoid identification of individuals. Ms. McEwen's report, and the subsequent statements by President Strangway come extremely close to revealing the identity of particular faculty, while denying to them any possibility of response. Finally, Ms. McEwen quotes Professor Lessard of the Faculty of Law at the University of Victoria as suggesting that accusations of systemic discrimination should be placed "...in a more contextual, less individual and less accusatory framework".[17]

This is undoubtedly sage advice. It is unfortunate that it was not taken.

Conclusion

The CAUT Executive is strongly of the opinion, and agrees with the Faculty Association of UBC, that the closure of admissions to the graduate program of the university's Political Science Department was unjustified and should be lifted. Any unilateral action by a university administration which denies due process to those affected by it is, by its very nature, a potential threat to academic freedom. ■

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[1] *B.C. Institute of Technology (BC Pacific Marine Training Campus) and the BC Government and Service Employee Union*, February 1995.

[2] Because of its concern for the damage to individual reputations caused by external committees of inquiry at Concordia University in 1992-93, CAUT Council adopted *Guidelines for Institutional Investigations of Fraud and Research Misconduct and Related Matters* in May 1995. These guidelines, although directed at inquiries about fraud, offer some guidelines for other external inquiries. They require, among other things, that the procedures be negotiated with the faculty association, all witnesses be sworn, any individuals be accused of improper behaviour be granted the right to cross-examination and reply, the faculty association have an observer at all sessions, and that those involved have a right to reply to the penultimate version of the report before a final version is made.

[3] McEwen Report, 22.

[4] McEwen Report, 29-31.

[5] McEwen Report, 149.

[6] CAUT, *Policy Statement on University Governance*, May 1994.

[7] CAUT, *Policy Statement on Trusteeship of Departments, Faculties and Libraries*, 1994.

[8] CAUT, *Policy Statement on Assessment of Academic Courses and Programs*, 1989.

[9] McEwen Report, 37-42.

[10] McEwen Report, 41.

[11] McEwen Report, 6.

[12] McEwen Report, 42-44.

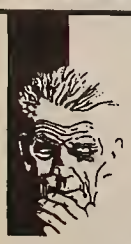
[13] McEwen Report, 53.

[14] CAUT, *Policy Statement on Professional Rights, Responsibilities and Relationships*, revised 1992.

[15] CAUT, *Policy Statement on Professional Rights, Responsibilities and Relationships*, Appendix II, revised May 1989.

[16] McEwen Report, 23.

[17] McEwen Report, 71.



NORTH AMERICAN
BECKETT FESTIVAL

The University of Victoria Theatre Department is hosting a North American Beckett Festival, May 3, 4 & 5, 1996.

CALL FOR PAPERS

The Festival Committee invites papers exploring the following topics: (1) Beckett in performance, stressing acting, directing and designing Beckett for the stage; (2) Women in the performance of Beckett; and (3) Beckett's shorter dramatic works. Other topics of interest will be given equal consideration.

Papers may be in French or English and should not exceed 20 minutes speaking time.

Abstracts up to 500 words will be accepted by:
Professor Juliana Saxton
North American Beckett Festival
Theatre Department, MS 7991
University of Victoria, V8W 2Y2, Canada
Telephone (604) 721-7997 or Fax (604) 721-6596

Deadline for abstracts is **October 15, 1995.**

The North American Beckett Festival features Beckett videos, a gala dinner, papers and up to 17 plays in performance (including *Krapp's Last Tape, Act Without Words I and II, Rockaby, That Time, Footfalls, Not I, A Piece of Monologue* and *Company*).

Keynote speaker:
Stanly Gontarski, Editor
Journal of Beckett Studies
Florida State University

CALL FOR PRODUCTIONS

The Festival Committee invites you to submit a production for a single performance at the University of Victoria's Phoenix Theatres. The Faculty of Fine Arts complex boasts three, state-of-the-art theatres under one roof.

The Festival will feature the Theatre Department's productions of *Krapp's Last Tape, Act Without Words I* and *Act Without Words II*; plus Steven Young's Pentechnion Theatre Company productions of *Rockaby, That Time, Footfalls, Not I, A Piece of Monologue* and *Company*.

The focus of your application should be on the shorter works of Beckett although his longer plays will be given consideration. Your proposal should include: information about your production group, title of the play proposed, the director's curriculum vitae and any special technical requirements.

A $500 grant will be available for each production selected.

Submissions should be directed to:
Dr. Giles Hogya, Chair
North American Beckett Festival
Theatre Department, MS 7991
University of Victoria, V8W 2Y2, Canada
Telephone (604) 721-8591 or Fax (604) 721-6596

The deadline for submissions is **October 15, 1995.**

Directives à l'intention des plaignants

Le Comité de la liberté universitaire et de la permanence de l'emploi a rédigé un court document intitulé «Directives à l'intention des plaignants». Ce document énonce la manière de préparer une plainte que le comité étudiera. Les personnes qui ont l'intention de déposer une plainte, y compris les associations de professeurs, sont priées d'écrire à Sue Trounce, au secrétariat de l'ACPPU, pour obtenir le document avant de soumettre un dossier au comité.

Australia Allocates a Record $12-Billion for Higher Education

BY GEOFFREY MASLEN
Melbourne, Australia

THE AUSTRALIAN GOVERNMENT has allocated a record U.S. $12-billion to higher education over the next three years. The amount provides for an increase of 11,000 federally financed student places and $110-million above current spending levels for research, facilities, and equipment.

In its budget, submitted to Parliament last week, the government raised taxes and slashed more than $511-million in overall spending in an effort to reduce the nation's burgeoning deficit.

But universities were spared the cuts they had feared were inevitable, and it was clear that Education Minister Simon Crean had won his battle with treasury officials who believed that spending on education was too high (*The Chronicle*, April 7).

In an unusually warm response, academics and university officials welcomed the outcome and congratulated Mr. Crean. The National Tertiary Education Union, which represents 25,000 university staff members, expressed strong support for the education budget that Mr. Crean had packaged.

No Undergraduate Fees

In a briefing at which he provided details of spending plans for Australia's 36 universities, Mr. Crean said the government had maintained its commitment to higher education within the framework of a responsible, fair budget. "More student places and additional research funds demonstrate the government is not only delivering but increasing its commitment to the further development of a high-quality and accessible higher-education system," he said.

Mr. Crean said the budget provided additional student places for states where the population was growing, but without redistributing them, as had been feared, from universities in southern states where the population is either static or falling. The cost of creating the 11,000 additional places is $80-million.

Despite speculation that the government might impose fees on undergraduates, that did not happen, either.

Carolyn Allport, the faculty-union president, said she was relieved that Mr. Crean had been able to persuade his colleagues to support growth in higher education but was disappointed by the government's failure to guarantee additional funds for salary increases.

The government increased its spending on research by 57 per cent over three years. It also provided additional grants of $29-million to the Australian Research Council for competitive-research programs, on top of $255-million already allocated for the three-year period.

Students Are Disappointed

Australia's system of vocational education and training also received a substantial increase.

Frank Hambly, the executive director of the Australian Vice-Chancellors' Committee, said the government had delivered a positive budget for higher education. The extra money for research infrastructure was a welcome response to a federal review that had called for an annual injection of at least $91-million, he said.

Students were far less enthusiastic, after the government tightened eligibility for financial aid and altered rules affecting the Higher Education Contribution Scheme, under which students pay back about 20 per cent of the cost of their education once they graduate and find employment. The changes in the repayment schedule and rates, among other things, are expected to result in savings worth a total of $23-million over the next three years.

Also, starting next year, only Australian citizens will be eligible to participate in the deferred-payment program or to obtain federal financial aid. Students from New Zealand, as well as "permanent residents" who have lived in Australia for more than three years without taking out citizenship, will lose their eligibility. An estimated 25,000 students will be affected by the change. ■

(Reprinted with permission from The Chronicle of Higher Education, May 19, 1995.)

ILO Denounces Nova Scotia Gov't

FROM PAGE 1

CAUT President Joyce Lorimer called on the government of Nova Scotia to respect the judgment of the ILO, in particular its demand that freely negotiated contracts should be respected. No government should be able to tear up such contracts, she said, and called on the government to restore them. NSCUFA President Sonia Thon called on the government to accept the offer of the ILO to mediate.

Professor Lorimer urged the government to quickly bring the collective bargaining freeze to an end and to allow proper negotiations in the universities and in the public service.

NSCUFA and CAUT have asked for a joint meeting with the minister of labour to discuss these developments. It appears that the long-awaited Halliwell Report in Nova Scotia will recommend that collective bargaining rights be restored within the universities.

The ILO is one of the senior agencies of the United Nations. It was founded before World War II, and includes the major countries of the world. The ILO is a tripartite organization of employers, trade unions and governments which sets out agreed international standards through international conventions. Canada has ratified the major Convention on Freedom of Association and Protection of the Right to Organize (No.87) and has thus committed itself to apply it in Canada.

In the past 15 years, the ILO, after complaints from CAUT, has found that labour legislation involving universities in Alberta and British Columbia violated international standards. Subsequently the government of British Columbia amended its legislation.

The ILO also found the social contract imposed by the Rae government in Ontario did not violate such conventions because it involved an element of negotiations and because it was for a strictly limited period of time. The ILO thought it was a borderline case, and advised Ontario not to do it again. ■

Study Tour Organizers

List your study tour free of charge in the 9th edition of *Study Tours*, published annually by Athabasca University.

Please contact Vicky Busch immediately at (403) 675-5864 or by fax at 675-3420 or email vickyb@cs.athabascau.ca

Professor's Hitler-Youth Comment Prompts Furor in Israel

BY HEBERT M. WATZMAN
Jerusalem

AN ISRAELI HISTORIAN WHO compared the education received by children of Jewish settlers in the West Bank to the indoctrination of the Hitler Youth has touched off a political and academic furor.

Some called on Hebrew University to dismiss the scholar, Moshe Zimmermann, an associate professor who holds an endowed chair in German history. Others, including some of Mr. Zimmermann's colleagues at the university, have urged that he be banned from teaching in Israel.

The controversy began with a newspaper story related to Holocaust and Heroism Memorial Day in Israel, which was observed at the end of April. In the article, Mr. Zimmermann was quoted as saying: "There is an entire sector of the Israeli public of whom I state without any hesitation that they are a copy of the Nazis. Look at the children of Hebron, they are just like the Hitler Youth. From birth they inflate their minds about bad Arabs, about anti-Semitism, about how everyone is against us. They turn them into paranoids of the master race, just like the Hitler Youth."

In a subsequent interview on an Israeli radio program, Mr. Zimmermann said his comments had actually been taken from an interview a year earlier, on the day after a Jewish settler killed 39 Muslims at a shrine in Hebron. He said, however, that he stood by his remarks, and went on to elaborate on them.

Warning from Lawmaker

Ran Nahman, a member of the Knesset, or parliament, from the Likud party, debated Mr. Zimmermann on the radio program. Calling on Hebrew University to dismiss the historian, he said that if the university tried to sweep the matter aside, he would see to it that the institution felt the consequences at budget time.

The call for Mr. Zimmermann's dismissal was echoed by several other right-wing members of the Knesset.

Some of his colleagues at the university also found Mr. Zimmermann's remarks offensive. A group of them circulated a petition calling for a special session of the Faculty Senate to discuss the controversy.

Ariel Cohen said he and his colleagues on the faculty wanted the university to prohibit Mr. Zimmermann from teaching, although not necessarily from conducting research.

"We cannot accept that this is the kind of material he is teaching his students," said Mr. Cohen, a professor of physics. "We're not opposing his research, but we object to him being an educational figure."

Mr. Zimmermann, whose father arrived in Palestine as a refugee from Nazi Germany, is not the first faculty member at Hebrew University to make such remarks.

However, Mr. Cohen said, Mr. Zimmermann was not simply expressing his political opinions, but presenting them as the conclusions of research in his area of scholarly expertise.

Meeting with President

In an official statement, the administration of Hebrew University said it "does not see itself responsible and does not interfere with statements made by its scholars in frameworks outside the university and which constitute the expression of personal opinions."

According to the statement, the university's president, Hanoch Gutfreund, plans to meet with Mr. Zimmermann for "clarification." If Mr. Zimmermann's remarks were accurately reported, the statement said, the university takes exception to them.

For his part, Mr. Zimmermann is returning fire. "In 1933, Nazi professors did exactly the same thing to their colleagues," he said. "It's as clear as that."

He reiterated that his statements were based on his research and that he did not intend to clarify them to anyone. ■

(Reprinted with permission from The Chronicle of Higher Education, May 19, 1995.)

Post-Secondary Education in Alberta

New Directions Means Accountability at All Costs

BY ANN McDOUGALL

THE MINISTRY OF ADVANCED Education has become obsessed with forms of public accountability. Performance Indicators promise to satisfy that obsession.

In November 1993 the government circulated a paper outlining an accountability framework for public colleges, technical institutes and universities. The framework defined broad areas for which the post-secondary system would be held accountable, and was followed in February 1994 by the Ministry's "Business Plan" — a plan emphasizing results and performance — for 1994-1997.

The framework called for a "white paper" (New Directions for Adult Learning in Alberta), later published Oct. 20, 1994. Ostensibly a policy paper on education, New Directions was the child of a business plan. Like the business plan, it emphasized accountability. It sought to ensure Albertans would be kept informed on the post-secondary system's overall success in achieving "results." All the keys to our dilemma lie in this snippet of history.

New Directions provides a blueprint for the development and implementation of PIs. Beyond that, it calls for the wholesale restructuring of post-secondary education:

• increasing the ease with which courses and programs can be transferred between all the different post-secondary institutions (including colleges, technical institutions and universities);

• creating new kinds of institutions — private schools, university colleges with degree-granting status, degree-granting rights in specific programs to technical institutions; and

• ordering the re-opening of collective agreements to negotiate financial emergency and redundancy clauses to allow the institution sufficient "flexibility" to respond quickly to market demand (that is, to permit firing of staff, tenured or not, quickly and cheaply in accordance with changing "client" needs). Those negotiations are now complete.

Why is Alberta doing this? "To be responsive to the learning needs of individual Albertans and to the social, cultural and economic needs of the province," and to "demonstrate [to those same Albertans] that it is providing quality learning opportunities to the greatest number of Albertans at the lowest possible cost."

Those quality learning opportunities can be had in short-term labour market preparation programs (defined as developing the employment potential of individuals in order to increase their self-sufficiency and contribution to the province's overall economic growth), colleges and technical institutes, and universities. This sort of learning should be measured on common criteria.

Jack Ady, Minister, Advanced Ed.

Indeed, the government believes our accounting (for some forms of accountability do exist), does not allow comparison between and among institutions and programs. Government therefore calls, to take one example, for a performance measure on employability, and for comparison across universities, colleges, and institutes. No one is asking if the goal of employability as directly produced by education and training, is the same for each kind of institution or if this is an appropriate indicator of a quality learning experience at a university.

Then there is the cost-per-graduate indicator. This will measure "the cost to graduate a student as a measure of the cost effectiveness of the publicly supported system." But to what end? And on what basis does one compare costs in short-term labour market preparation programs versus colleges and technical institutes and universities?

Or consider the learner satisfaction index, again to be compared across the system. While purporting to be "measuring" the quality of the experience, in fact this index is about "the views of recent users about the responsiveness of the adult learning system to Albertans' needs which reveal how they regard the system's ability to react and respond to economic, social and cultural goals." Learner satisfaction measures the speed with which educational programs respond to the client- (read student) driven market.

These developments have already taken root in Alberta's community colleges. And the results, although anecdotal in nature, should give us pause, if not panic! Learner satisfaction as measured by student evaluations (a useful tool we have used for years to improve the quality of our teaching) has resulted in staff literally giving up to 25 per cent of course mark just for attendance.

Students, aware of their new power, have been known to challenge the right of teachers to administer final exams. "After all," they say, "you wouldn't be here but for us..." In a climate of budget cuts and responsiveness and accountability, in one college in our system, 16 of 89 FTEs (faculty teaching equivalents) are gone already. Measurements of "learner satisfaction" played key roles in identifying which people would be attached to the statistics.

Three aspects of this moment in Alberta's business history are especially worrying: the emphasis on linking "quality" education to demonstrable economic benefit for the province; the emphasis on defining "learner satisfaction" as market responsiveness linked directly to employability; and the emphasis on Alberta, the province, as defining all the parameters of accountability. These have especially worrisome implications for university research.

At first the government's only measure of research was the amount of federal research dollars awarded; the most recent release allows other indicators — in particular quality and responsiveness — and recognizes the use of sensible comparisons with other Canadian institutions.

On quality, the Alberta orientation is clearly towards science and technology, but it is national, indeed international in scope. Under responsiveness, on the other hand, the government mentions community needs, provincial priorities, the "clash" between the "university instinct to allow each researcher to choose his research interests," and the "governmental duty to account for expenditures of public money." All of these suggest a provincial framework incomparible with the international ambitions expressed under "quality."

As for accountability, we are back where we started: although current systems of accountability for sponsored research are acknowledged, the issue is demonstrability to the public.

So, in conclusion: what next? We are midway through the Ministry's three-year "business plan." During the academic year 1995-96, benchmarks for each indicator will be developed and agreed to in each sector. Even if we do not know why we are measuring what we are measuring (or even if what we are measuring will tell us what we want to know) we'll know how to compare institutions and programs to each other.

The importance of this will become apparent in the 1996-97 academic year, when a new funding formula for post-secondary education will be implemented and as this formula will recognize performance, "it is likely that some of the measures identified in this paper... will be included in the formula."

What can we do? The ostrich approach won't work, at least not in Alberta. Our aim has been to become part of the process. Our association first approached the vice-president (research) about establishing an advisory group drawn from our membership — and organized by us. We succeeded.

We then organized a workshop dealing with research performance indicators, to which we invited Bill Bruneau (then CAUT vice-president) as facilitator. This workshop included researchers, students and administrators (including the vice-president (research) herself).

To say we are strongly influencing the process would be naive and misleading; but we are gaining an ear. I hope the Association of Academic Staff: University of Alberta will be able to comment on the penultimate draft of the PIs, PIs that will soon be central to our lives and, without exaggeration, to the future of university education in Alberta. ■

(Ann McDougall is past-president of the Association of Academic Staff: University of Alberta. This paper is based on a presentation at the April 1995 meeting of CAUT Council, in a session organized by CAUT's ad hoc committee on accountability and performance indicators.)

Smart Cities

Seeking an intellectual advantage, companies are flocking to towns that boast an enviable edge in brainpower.

BY ANN WALMSLEY

WHEN *REPORT ON BUSINESS Magazine* set out to discover the best Canadian cities for business in 1995, the research zeroed in on finding the cities with brainpower. Workforce quality now tops the checklist for an ideal business location. Firms want research oriented analytical problem solvers who are a source of innovation, new product ideas and confidence in coping with change — in short, knowledge workers. Likewise, many CEOs who want their companies to grow, begin to feel anxious if there isn't a research-based university within 15 kilometres of an established base of innovative companies. And they throw up their hands if the telecommunications system prevents them from executing high-speed data transfers.

The pursuit of knowledge workers increasingly means moving to wherever they are. According to John Boyd, president of The Boyd Co. Inc., the Princeton, N.J., corporate location consulting firm that advised the magazine on its selection process, it is often difficult to entice choice thinkers away from the environment in which their creativity flourishes. "They also ask why they should move when their spouses might also have wonderful jobs and when they could be fired in the next consolidation," he observes.

The focus on smart cities meant that the factors we considered shifted this year. The presence of a research university was a must, as was evidence of close partnerships between academe and downtown business. University research parks and high-technology spin-offs that take root were positive indicators that the two communities were in sync. We tried to find cities that boasted high percentages of people with university degrees and in which continuing education was part of the community's culture. Clusters of high-technology companies were an encouraging sign, as was the presence of a joint municipal-private sector communications authority to foster high-tech applications for the city's telecommunications infrastructure. We wanted to see plenty of PCs in high schools, diverse cultural entertainment and easy proximity to cottages and ski hills. Finally, we weighed the more traditional business considerations, such as cost, transportation and the degree to which a city was business-friendly.

Not all of the cities on our list this year are full-fledged knowledge capitals. Toronto is an obvious choice, despite its high-cost environment. It is home to some of the top finance, communications, film and medical minds in the country. Ottawa-Carleton is the stomping ground of Canada's most acclaimed software and telecommunications enterprises and one of the fastest growing areas in the country. The smaller city surprises: Saskatoon, the transcendent agricultural biotech town; Halifax, where knowledge workers outnumber production workers three to one; and Edmonton, where there's a seamless flow between the University of Alberta and the business community. Some of our five honorable mentions — Calgary, Kitchener-Waterloo, Montreal, Victoria and Fredericton — were very strong contenders for top five spots, but did not exhibit all of the traits we were looking for. In our top five, the synapses are clicking and business is blooming as a result. ■

(Reprinted with the author's permission. Source: The Globe and Mail, July 28, 1995.)

The Way to Design Creative Software for the Humanities

BY LEONARD ROSEN

FOR $49.95 — PERHAPS ONE DAY somebody will explain what's magical about this typical price for computer software — I recently bought 1,896 books on CD-ROM. The technical achievement is extraordinary: For about 1/400th of the price I'd pay for the same books on paper, I now own a personal library of "Great Works," with an author list that begins with Addison and Aeschylus and ends with Virgil, Whitman, and Wordsworth. Navigation through these books is instantaneous. If I want to visit my favorite line from Goethe — "He only earns his freedom and existence who daily conquers them anew" — I type a few words, hit return, and, *zoom*, I'm standing at Faust's deathbed.

Does my *Faust*-in-a-box represent an educational advance over words on a page? The answer depends on what I bring to the text. I can read Goethe well or poorly in either medium, and certainly there's no guaranteed relation between reading and understanding. Proximity to words doesn't make for intelligence or profound learning any more than proximity in marriage makes for intimacy. Give a student a book, on screen or in print, and the relationship has just begun. The real challenge is to help that student read and understand the work and then evaluate and synthesize it in original ways, in class and in writing. That's where we teachers look for help from software publishers.

But we are not getting that help. With few exceptions, most of the new software "titles" in the humanities undermine their own promise by making at least one of two mistakes. First, they simply replicate the function that books serve. For example, as a reference tool, my "Great Works" CD-ROM (and similar software that compresses printed material) may save space in my already-crowded office, but essentially it plays the same role that a wall of books does. "Great Works" takes advantage of the CD-ROM's vast storage capacity, but in no sense is an interactive instrument.

In software that does claim to provide interactivity, we often find a more serious error: The design assumes that users are passive receivers of expert opinions.

Consider the Voyager Company's much-publicized CD-ROM version of *Macbeth* (which also costs $49.95). It has many good features. Engineers have keyed lines of the play to audio from a taped production by the Royal Shakespeare Company. We can watch clips from film versions by Akira Kurosawa, Orson Welles, and Roman Polanski. We get summaries of scenes and acts and hear an introductory lecture on the significance of the play. We can read authoritative essays by the literary critic A.R. Braunmuller; we also have access to textual analyses, concordances, and glossaries. It's gorgeous to look at.

But looking, I'm afraid, is all Voyager's *Macbeth* invites us to do. On-screen teachers hold forth, telling us what the play means, as if students were empty vessels to be filled with other people's wisdom. I call this approach "low interactive" and see it as the electronic equivalent of the traditional lecture.

Low-interactive software allows users to point the mouse and navigate through text, audio, video, and authoritative readings. But the users essentially sit and watch as received wisdom breaks over them like a wave. *Macbeth* on screen, accompanied by sound and video, signifies nothing, unless students are allowed and encouraged to engage actively in the process by making interpretations of their own.

Of course, readers who bring experience and motivation to the software can benefit, just as they can from reading a paper-and-ink *Macbeth*. But students today, like those I've encountered during the past 20 years, tend to sit passively before a text, whether it's presented on screen or on a page — nor because they're intransigent or stupid, but simply because very few of them have been *taught* to read actively. Thus, Voyager's impressive array of material, however beautiful, will not automatically produce knowledge.

An exhaustive study released last year by Karen Swan and Carla Meskill, co-directors of the Educational Technologies Laboratory at the State University of New York at Albany, confirms that these problems with educational multimedia products are widespread. Of the 10,000 CD-ROMs now available, they reviewed 54 — all they could locate — dealing with instruction in the humanities. They concluded: "We have seen enormous arrays of biographical, historical, and cultural information surrounding texts to the point of overwhelming them.... We have seen very little provision for student input, and almost no provision for collaboration. In short, we have seen applications which support the development of reading skills and 'correct' interpretations of literature, rather than the development of literary understanding."

What the authors of the study mean by *understanding* differs from what multimedia publishers mean by it. Ms. Swan and Ms. Meskill assume that understanding occurs when a user synthesizes elements of the on-screen material; they further assume that, to promote genuine synthesis, software designers must incorporate interactive pedagogy that prepares for, and then *invites*, the user's active participation.

Multimedia publishers such as Voyager have been operating with a different model — a lecture-based pedagogy, in which professors talk and students listen. Whether a lecture is situated in a classroom or on a computer screen, the vision of education is the same: Experts have knowledge, and students should listen and receive it. Ironically, the navigational structure of the software attempts to give users control over information and implicity says, "You are empowered." But all the while, the on-screen experts send the opposite message — that knowledge is theirs to dispense.

What we need are "high interactive" products, which engage students in a work and help them convert the material into personal understanding. The few examples of such software that I have found were produced by the Laboratory for Advanced Technology in the Humanities, at the Massachusetts Institute of Technology. At a recent open house there, I saw several multimedia tools created for language instruction that are pedagogically — not technologically — inspired. The operative question in the minds of the developers was not. *What can we do that's flashy?* or *How much information can we pack in?* Rather it seems to have been, *What can we design that will achieve our educational aims?*

The software was inspired by three instructors — of French, Spanish, and Japanese — who wanted computers to help "immerse" their students in a foreign culture and language. One strategy, developed under the guidance of the instructor teaching French, is an interactive narrative that asks students to follow the story of a journalist who has been evicted from an apartment in Paris. Students must help him find another. The actors in the video are French, and they speak rapidly and idiomatically. The students "enter" the narrative by listening to and leaving messages on answering machines, keeping written notes on prospective apartments, and using maps. They guide the journalist to one of seven possible outcomes. Students are *enticed* into activity. A rich set of language-acquisition tools promotes a fluency that enables students to complete the task embedded in the software and, in the process, to enter French culture.

What might a similarly engaging experience look like in a humanities classroom? Several scenarios are possible, but let's return to Voyager's *Macbeth* to imagine one. The goal of the software would be to help students generate their own readings of the play. The software would give them the tools and on-line aid necessary to assemble notes, conduct research in an on-line library, and write essays or respond to questions.

The program would offer multiple interpretations of the play. Students would be taught on screen how to analyze various readings to determine which ones have merit and why. Video and audio elements would remain, but they would present differences in dramatic interpretation. Students would be prompted to investigate and render opinions on the differences.

It is not surprising that right now, just one-half of 1 per cent of CD-ROMs are devoted to educational software in the humanities. Until recently, those of us who read and discuss works of literature, history, and philosophy with students in classrooms have felt little need to go beyond printed books. Now, even if the CD-ROMs available in the humanities do not live up to the potential of the medium, some of us recognize that this technology can extend what we do in our classes by easily (and inexpensively) juxtaposing text with art, photos, video, audio, and animation. Even instructors who never wander far from books in their lectures have much to gain from software that, in effect, can create tutorials for students by helping them think more actively about books.

But we are likely to continue to be disappointed in educational software if we let multimedia publishers define the possibilities with projects like *Macbeth* and "Great Works" — products launched by packagers or graphic artists but rarely by teachers themselves. We will see better work the moment that humanities instructors reverse the current trend by designing projects themselves and *then* seeking out publishers.

One way to start would be for faculty members in the humanities to forge some strategic alliances with their computer-services departments. The computer experts are sure to ask, "What ideas do you explore in your classroom? What methods do you use to help students understand those ideas?" From such questions will come projects that are *pedagogically* based. The most promising could be developed on campus or submitted to academic presses, foundations, graphic-arts studios, or to traditional and multimedia publishers.

The place to begin, then, is at home, with what we know best — instructional design. If we can reflect on our practices and imagine for ourselves how new technologies could enhance them, our visions will propel us and the books we love into the new century. ■

(Leonard Rosen is a preceptor in expository writing at Harvard University, e-mail:lrosen@hsce.harvard.edu. *Reprinted with the author's permission. Source: The Chronicle of Higher Education, June 2, 1995.)*

WHAT'S NEW MEDIA?

We have decided to create a regular column about the impact of the new media on the work of academic staff of universities and colleges. Initially, this special feature will appear every second month. Suggestions, comments or contributions that deal with media developments (computers, video, etc.) that will have an impact on academic staff and their work (max 750 words) are most welcome but we cannot guarantee publication. We also hope to review relevant software. CAUT Director of Member Services Rosalind Riseborough is the page editor; telephone: 613-820-2270; facsimile: 613-820-7244; e-mail: rise@caut.ca.

Nous avons décidé de créer une chronique régulière sur les nouveaux médias et leur effet sur le travail des universitaires et du corps enseignant des collèges. Au début, la chronique paraîtra tous les deux mois. Nous acceptons des textes d'au plus 750 mots offrant des suggestions, des commentaires ou des contributions sur les innovations dans le domaine, entre autres l'ordinateur, le vidéo, et qui influeront sur le travail des universitaires. Nous ne pouvons cependant garantir la publication des textes soumis. Nous espérons également passer en revue les logiciels informatiques pertinents. Rosalind Riseborough, directrice des services aux membres de l'ACPPU, est la rédactrice de la chronique. Téléphone : (613) 820-2270; télécopieur : (613) 820-7244; courrier électronique : rise@caut.ca.

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CRIMINOLOGY
CROP SCIENCE
DENTISTRY
DERMATOLOGY
DIAGNOSTIC RADIOLOGY & NUCLEAR MEDICINE
EARTH & ATMOSPHERIC SCIENCES
ECONOMICS
EDUCATION
ENGINEERING
ENGLISH
EXTENSION
FOREST RESOURCE MANAGEMENT
GEOGRAPHY
GEOLOGY
GERMAN
GRADUATE STUDIES
HISTORY
HISTORY & CLASSICS
KINESIOLOGY
LANGUAGE EDUCATION
LANGUES & LINGUISTIQUES
LAW
LIBRARY
LIBRARY & INFORMATION SCIENCE
MARKETING
MATHEMATICAL SCIENCES
MATHEMATICS
MATHEMATICS & STATISTICS
MEDICINE
MICROBIOLOGY & IMMUNOLOGY
MOLECULAR BIOLOGY
MUSIC
MUSIC EDUCATION
NATIVE STUDIES
NEUROLOGICAL SCIENCES
NURSING
OBSTETRICS & GYNECOLOGY
OPHTHALMOLOGY
OPTOMETRY
PEDIATRICS
PATHOLOGY
PHARMACEUTICAL SCIENCES
PHARMACOLOGY
PHARMACOLOGY & THERAPEUTICS
PHARMACOLOGY & TOXICOLOGY
PHILOSOPHY
PHYSICS
PLANT SCIENCE
POLITICAL ECONOMY
POLITICAL SCIENCE
PSYCHOLOGY
RELIGIOUS STUDIES
SOCIOLOGY
SPANISH & LATIN AMERICAN CULTURES
THEATRE
TRADUCTION
VISUAL ARTS
ACCOMMODATIONS

ACCOUNTING

SAINT MARY'S UNIVERSITY Department of Accounting, Frank H. Sobey Faculty of Commerce, invites applications for tenure track and limited term appointments in Accounting, Commercial Law and MIS. The positions will commence September 1, 1996 pending budgetary approval. Successful candidates must have strong research and teaching credentials with a PhD in hand or near completion. The Faculty offers BComm, MBA and EMBA programs and a PhD program in Accounting has been proposed. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Saint Mary's University encourages applications from qualified women, blacks, aboriginal people, persons with disabilities and other minority groups. Submit letter of application, curriculum vitae and the names of three references to Dr. Barry Gorman, Chair, Department of Accounting, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Fax: (902) 420-5119. Closing date February 1, 1996

ACCOUNTING & MIS

UNIVERSITY OF ALBERTA, Faculty of Business, Department of Accounting & MIS. Applications are invited for a full-time tenure-track position in Management Information Systems. Availability of position is subject to funding. Candidates should have a strong commitment to excellence in research and teaching. PhD or equivalent required, or candidate should be at the completion stage of degree. Salary and rank depend on qualifications; salaries are competitive. Appointments normally effective July 1. Competition closes February 15, 1996. Send resume to: Jim Gaa, Chair, Department of Accounting and MIS, Faculty of Business, University of Alberta, Edmonton, AB, Canada T6G 2R6. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities

ADMINISTRATIVE STUDIES

YORK UNIVERSITY, Faculty of Administrative Studies. York has the largest graduate business program in Canada. An entry level tenure-track position in Marketing is available, subject to budgetary approval, commencing July 1996, or by arrangement. Persons specializing in the following areas are encouraged to apply: brand management and/or marketing communications. Preference will be given to candidates with qualitative and interpretative research skills. Applications should be sent to: Prof. Eileen Fischer, Faculty of Administrative Studies, York University, North York, Ont. M3J 1P3. Tel: (416) 736-2100, ext. 77936. Fax: (416) 736-5687. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ADULT EDUCATION

ST. FRANCIS XAVIER UNIVERSITY — The Department of Adult Education, invites applications for a tenure track position at the rank of Assistant/Associate Professor. Applicants holding a doctoral degree in adult education or related area preferred. The Master of Adult Education program is self-funded and delivered via distance education. The position requires a comprehensive knowledge of adult education theory and practice. Applicants should have both practitioner and distance teaching experience. Duties include supervision of graduate students, facilitation of orientation sessions, and research. Salary is dependent on qualifications and experience. Please submit a letter of application together with a curriculum vitae and the names of three referees to: Dr. Susan May, Chair, Department of Adult Education, St. Francis Xavier University, Antigonish, Nova Scotia B2G 2W5. Applications will be accepted until the position is filled, and the position is subject to budgetary confirmation. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and landed immigrants.

AGRICULTURAL ECONOMICS & BUSINESS

UNIVERSITY OF GUELPH — Department of Agricultural Economics and Business. Assistant Professor, Operations Management. Tenure track position with a teaching and research emphasis in operations management. The incumbent will teach undergraduate courses in the B.Comm. Degree and graduate courses in the MBA in Agribusiness Management. The candidate will be expected to develop case studies, teaching examples and research applications in the agrifood sector. Capabilities in management information systems would also be desired. Qualifications: PhD in business or related field. Applications should be sent to: Dr. George L. Brinkman, Chair, Department of Agricultural Economics and Business, University of Guelph, Guelph, Ontario N1G 2W1. Position open: January 1, 1996. Application closing date: September 30, 1995. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Subject to final budgetary approval.

AGRICULTURAL TRADE & POLICY

UNIVERSITY OF GUELPH — Department of Agricultural Economics and Business. Assistant Professor, Agricultural Trade and Policy. Tenure track position with a teaching and research emphasis in agricultural trade and policy. Additional expertise in marketing and/or applied resource policy would be desirable. The incumbent will teach undergraduate and graduate courses and develop a significant research program in agricultural policy and related applied policy areas. Qualifications: PhD in Agricultural Economics; Research experience is preferred. Applications should include a curriculum vitae, a brief description of career interests, transcripts and names of three referees. They should be sent to: Dr. George L. Brinkman, Chair, Department of Agricultural Economics and Business, University of Guelph, Guelph, Ontario N1G 2W1. Position open: January 1, 1996. Application closing date: October 1, 1995. The appointment is subject to final budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Guelph is committed to an employment equity program which includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

ANAESTHESIA

UNIVERSITY OF WESTERN ONTARIO — The Department of Anaesthesia invites applications for a position at University Hospital, London, Ontario, Canada. University Hospital is a 450 bed tertiary care centre serving Southwestern Ontario and affiliated with the University of Western Ontario. The Hospital is internationally recognized for cardiac, neuro, and transplant surgery. We are seeking an Anaesthetist with appropriate clinical or laboratory research qualifications preferably in the neurosciences, cardiovascular sciences, transplantation, clinical or applied pharmacology, pharmaco-economics, acute pain management, clinical trials or education. The candidate should have the capacity to develop independent and collaborative research programs. Defined participation in the teaching and clinical programs of the Department will be required. Candidates must be FRCPC certified [or equivalent] and be eligible for licensure in the Province of Ontario. Academic rank, salary and contractual arrangements will be commensurate with experience and qualifications. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities. This position is subject to budget approval. Competition will close October 30, 1995. Please send application with curriculum vitae and the names of three referees to: Dr. Adrian W. Gelb, Professor and Chair, Department of Anaesthesia, University Hospital, 339 Windermere Road, London, Ontario, Canada N6A 5A5.

ANTHROPOLOGY

UNIVERSITY OF TORONTO — Title of Position: Assistant Professor, tenure stream. Qualifications Required: PhD required with a strong teaching and research record. Demonstrated theoretical strength in archaeology and zooarchaeology. Fields of specialization: New World Formative, Eastern North America and/or South America, Environmental Archaeology, and Zooarchaeology. Nature of Duties: Undergraduate/graduate teaching and supervision, research and administrative duties. Courses include but are not limited to: Introductory Anthropology, Introduction to Prehistoric Archaeology, Faunal Archaeology, Archaeological Theory and Technique. Salary Offered: Commensurate with Qualifications. At least $40,000.00. Enquiries Should be Addressed to: Dr. Gary W. Crawford, Chair, Department of Anthropology, University of Toronto, 100 St. George Street, Toronto, Ontario, M5S 1A1. Please include a curriculum vitae and the names, addresses, telephone and Fax numbers of three referees. Effective Date of Appointment: July 1, 1996. Closing Date for Receipt of Applications: December 15, 1995. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities

APPLIED MATHEMATICS

UNIVERSITY OF WATERLOO — Department of Applied Mathematics. Applications are invited for a tenure-track faculty position in the Department of Applied Mathematics, University of Waterloo, Ontario, Canada, in the area of Geophysical Fluid Dynamics, to begin in 1996, possibly as early as 1 January 1996. Applicants should have an established research record and a proven capability of attracting research funding. We are interested in people with expertise in the mathematical aspects of the area, especially in nonlinear wave dynamics. Candidates will also be expected to supervise graduate students at both the Master's and doctoral levels and to have a strong commitment to teaching, including the ability to teach both graduate and undergraduate courses in fluid mechanics and related disciplines of Applied Mathematics including Partial Differential Equations. Salary and rank, at the Assistant or Associate Professor level, will be commensurate with qualifications and experience. A letter of application, a curriculum vitae with a statement of research interests and copies of two or three research papers considered to be most significant by the applicant should be sent to E.R. Vrscay, Acting Chairman, Department of Applied Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1; Fax: 519-746-4319; e-mail amdept@weeves.uwaterloo.ca. Applicants should also arrange for three letters of reference to be sent to the above address. The closing date for receipt of complete applications is 31 October 1995. The Department of Applied Mathematics is one of five Departments in the Faculty of Mathematics at the University of Waterloo. The Department members have interests in a wide variety of areas, including Control Theory, Dynamical Systems, Electroacoustics, Fluid Mechanics, Ordinary and Partial Differential Equations, Quantum Theory, Relativity Theory and Scientific Computation. There are also close collaborations with the Faculties of Engineering and Science in the University. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. This appointment is subject to the availability of funds.

ARCHITECTURE

THE UNIVERSITY OF BRITISH COLUMBIA — School of Architecture. Applications are invited for the position of Professor and Associate Director of the School of Architecture. The School presently has 15.3 full time faculty members, as well as 5 adjunct professors, 6 staff, 135 Master of Architecture students in a second degree professional program and 16 students in a post-professional research program, the Master of Advanced Studies in Architecture. A strong, design oriented program is complemented by research activities which focus on local, regional and international issues. The School has close ties with the architectural profession in Western Canada and excellent opportunities exist to extend collaboration with the School of Community and Regional Planning, the Centre for Human Settlements and the Landscape Architecture programs at UBC. The School is a member of the Cascadia Alliance, a consortium of regional (Canadian/American) schools and is also supported by the resources of a large urban university. The appointment is expected to be at the level of Professor with tenure. The appointment as Associate Director will be for a five-year term. Candidates should have outstanding records as a practitioner and/or scholar in architecture, as well as proven teaching abilities. Administrative experience in academia is preferred. Applications, which must be received by November 1, 1995, must include a curriculum vitae and the names of at least three referees. The successful applicant is expected to take up

DIRECTOR
Institutional Analysis and Planning

The University of Guelph is seeking a highly experienced Director for the Institutional Analysis and Planning Office.

Reporting to the President and serving as a member of the President's Executive Group, the Director is responsible for: advising the President and Provost on government funding arrangements; policy analysis and quantitative analysis; developing and implementing long-range strategies and operational plans; maintaining databases; budget analysis; institutional reporting to government and other agencies; supervising the work of the Institutional Analysis and Planning office; serving as a member of the President's Budget Advisory Group and the Provost and Vice-President Academic's Council; and representing the University on provincial and national councils.

With a $190 million operating budget and more than $67 million in research funding, the University of Guelph is a comprehensive, research-intensive university enrolling 10,000 full-time undergraduate and 1,800 graduate students annually. In addition to offering a full range of academic programs, the University has a special responsibility within the province of Ontario for agricultural and veterinary education.

The successful applicant will have an undergraduate or post-baccalaureate degree in a quantitative discipline and 10+ years experience in planning, budgeting, and cost-benefit analysis, as well as modelling skills and experience in the development of allocation systems in a university or related government setting. A high level of analysis and synthesis skills and verbal and written communication abilities is also essential. Knowledge of the operations of provincial and federal governments is desirable. Publications in the field an asset.

The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We, therefore, particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

We thank all applicants for their interest, and wish to advise that only those selected for an interview will be contacted. Applications, accompanied by a detailed curriculum vitae and at least three references, may be submitted by **September 30, 1995**, in confidence to **Barbara Abercrombie, Office of the President, Level 4, University Centre, University of Guelph, Guelph, Ontario N1G 2W1.**

UNIVERSITY of GUELPH

Queen's University at Kingston
Japanese

Queen's University invites applications for an eight-month position at the adjunct level to commence 1 September 1996. The position is renewable in subsequent years subject to budget and performance review. Candidates should be fluent in Japanese, hold an M.A. degree and have experience teaching Japanese at the university level. The successful candidate will be expected to teach two sections of Japanese 100, Introductory Japanese, one section of Japanese 300, Advanced Japanese, and one tutorial (one hour a week) for Japanese 200 using the communicative approach. Salary $25,500. A letter of application, a full curriculum vitae and the names of three people willing to provide letters of reference should be sent to: **Dr. William C. Reeve, Head, Department of German, Queen's University, Kingston, Ontario K7L 3N6**; tel. (613) 545-2072; fax (613) 545-6930. The closing date for applications is **30 November 1995**. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's has an employment equity program, welcomes diversity in the workplace, and encourages applications from all qualified candidates, including women, aboriginal people, people with disabilities, and visible minorities.

The University of Manitoba

DIRECTOR
COUNSELLING SERVICE

The University of Manitoba invites applications for the position of Director, Counselling Service, effective January 1, 1996. Reporting to the Vice-Provost (Student Affairs), the Director is responsible for a unit whose primary mission is the provision of individual and group counselling for personal, educational and career issues for students. As an academic unit, the department maintains a strong commitment to research and scholarship and is an accredited pre-doctoral internship in professional psychology, masters practicum and social work field placement site. In addition to administrative responsibility for the unit, the Director will carry a counselling load (reduced) during his/her term of office.

Candidates will have a doctoral degree or be nearing completion in Counselling, Clinical Psychology or related discipline, or an MSW plus appropriate clinical experience and be eligible for professional registration in Manitoba. Candidates must have significant and successful administrative experience in Counselling and/or Student Affairs, a demonstrated ability to develop a cohesive working group, an awareness of the developmental needs of diverse student groups, and a proven record as a counsellor. Leadership and program development skills of the highest level are required. The Director will combine superior interpersonal and communication skills with ability to work as an integral part of the Student Affairs management team and the expertise to carry out counselling responsibilities. Preference will be given to applicants who have knowledge of, and experience in a university setting. Involvement with professional organizations such as the Canadian Association of College and University Student Services and Canadian University College Counselling Association would be desirable.

The appointment will be made at the rank of Associate Professor (tenured) and will be for a five year term subject to renewal. Starting salary will be in the range of $45,575 - $65,500. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal people, and persons with disabilities. The University provides a smoke free environment, save for specially designated areas. This advertisement is directed to Canadian citizens and permanent residents.

More information about the responsibilities of the Directorship is available from Dr. D.R. Morphy. Nominations and applications (including the names of three referees) should be sent in confidence on or before **September 30, 1995** to: **Dr. David R. Morphy, Chair, Advisory Committee for the Appointment of the Director of Counselling Services, 208 Administration Building, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.**

the position on July 1, 1996. The salary will be commensurate with experience and the position is subject to final budgetary approval. Correspondence should be addressed to: Sandy Hirshen, Director, School of Architecture, University of British Columbia, #402-6333 Memorial Road, Vancouver, BC V6T 1Z2; Tel. (604) 822-2206; Fax (604) 822-3808. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ASTROPHYSICS

CANADIAN INSTITUTE FOR THEORETICAL ASTROPHYSICS — Postdoctoral Fellowships. CITA is a national centre for theoretical astrophysics located at the University of Toronto. The Institute expects to offer postdoctoral fellowships with a starting date of 1 September 1996. The appointments will be of two to three years duration. Funds will be available for travel and other research expenses. Fellows are expected to carry out original research in theoretical astrophysics under the general supervision of the faculty at CITA, whose interests include: cosmology, high energy astrophysics, interstellar matter, nuclear and relativistic astrophysics, particle astrophysics, solar physics, star and planet formation, and galactic and solar system dynamics. Applicants should send: a curriculum vitae; statement of research interests; and arrange for three letters of recommendation to be sent to the Director of CITA. Please do not send documents by Fax or electronic mail. All applications and letters should be sent to: Professor Scott Tremaine, Director, Canadian Institute for Theoretical Astrophysics, University of Toronto, 60 St. George Street, Toronto, Ontario, Canada, M5S 1A7. Deadline for applications and all letters of recommendation is 1 December 1995.

CANADIAN INSTITUTE FOR THEORETICAL ASTROPHYSICS — Research Associate Positions. CITA is a national centre for theoretical astrophysics located at the University of Toronto. The Institute expects to offer one or more research associate positions with a starting date of 1 September 1996; applicants should have an excellent research record in astrophysics. The appointments will be of three to five years duration; to be considered for a five-year appointment, applicants should have some postdoctoral experience. Funds will be available for travel and other research expenses. The primary duty is to carry out original research in theoretical astrophysics; but research associates are also expected to work with postdoctoral fellows and to assist with administration of the Institute. All applicants for research associate positions are also considered automatically for postdoctoral fellowships. Applicants should send: a curriculum vitae; statement of research interests; and arrange for three letters of recommendation to be sent to the Director of CITA. Please do not send applications by fax or e-mail. All applications and letters should be sent to: Professor Scott Tremaine, Director, Canadian Institute for Theoretical Astrophysics, University of Toronto, 60 St. George Street, Toronto, Ontario, Canada, M5S 1A7. Deadline for applications and all letters of recommendation is 1 December 1995. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. In accordance with its employment equity policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples and persons with disabilities.

ATMOSPHERIC CHEMISTRY

YORK UNIVERSITY — Department of Chemistry — Professor in Atmospheric Chemistry. York University seeks applications from established researchers in Atmospheric Chemistry for a tenure track/tenured appointment at the rank of Full Professor in the Department of Chemistry. Demonstrated excellence in research and dedication to teaching at the undergraduate and graduate levels are required. The successful candidate will be invited to join the Centre for Atmospheric Chemistry, an active Organized Research Unit at York University, and will have the opportunity to participate in the activities of the Canadian Institute for Research in Atmospheric Chemistry, which is based at the University. Applications are invited from researchers with interests in any area of Atmospheric Chemistry, although candidates wishing to build on the experimental research into chemical transformations in the atmosphere conducted by the late Prof. Hiromi Niki may be especially interested in applying. The University gratefully acknowledges start-up support for this position from British Gas plc and from the Atmospheric Environment Service of Canada. York University is implementing a policy of employment equity including Affirmative Action for women faculty. Qualified women and men are invited to apply. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Applications will be accepted until December 1st, 1995, or until a suitable candidate is found. For further information please contact: Professor Geoff Mains, Search Committee Chair, Director, Centre for Atmospheric Chemistry, Rm. 006A Steacie Science Bldg., York University, 4700 Keele St., North York, Ontario, M3J 1P3 Canada, Phone: 1-416-736-5410 or 5992; Fax: 1-416-736-5411; E-mail: fs300555@yorku.ca.

BIOLOGICAL SCIENCES

UNIVERSITY OF ALBERTA — Department of Biological Sciences. Postdoctoral position available to study the enzymology of DNA polymerase function and to participate in the development of a new DNA sequencing method. Qualifications: PhD within the last five years; experience in enzymology, protein purification, and physical biochemical techniques. The position is available immediately but the exact starting date is negotiable. Send curriculum vitae with names of references to Prof. Linda J. Reha-Krantz, Department of Biological Sciences, CW405 BioSciences Bldg., University of Alberta, Edmonton, Alberta T6G 2E9; Fax (403)492-9234; email: lreha@gpu.srv.ualberta.ca. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

BUSINESS

WILFRID LAURIER UNIVERSITY — Applications are invited for two tenure track faculty positions; one in the area of Accounting and one in the area of Policy, commencing July 1, 1996. Depending on qualifications and experience, most appointments will be made at the rank of Lecturer (ABD) or Assistant Professor (Ph.D. completed). Specific areas of expertise are Tax or Managerial for the Accounting position, and Strategy for the Policy position. The School of Business and Economics emphasizes a balance between teaching and research. Qualifications include Ph.D. or ABD with evidence of strong teaching and research potential. All positions are subject to budget approval. This advertisement is directed in the first instance to Canadian citizens and permanent residents. The University is committed to employment equity policies and welcomes applications from all qualified women and men. Applications will be accepted until the position is filled. Please direct applications to: Dr. Ron Craig, Associate Dean of Business: Human Resources and Research, School of Business and Economics, Wilfrid Laurier University, 75 University Avenue, West, Waterloo ON N2L 3C5.

THE UNIVERSITY OF NORTHERN BRITISH COLUMBIA is a new Canadian university which opened in September, 1994. UNBC has a regional mandate to serve the northern two thirds of the Province, with regional offices in Prince Rupert, Fort St. John and Quesnel, and a main campus located in Prince George (population 72,000). Applications are invited for faculty positions in accounting, marketing, finance and organizational behaviour. Applicants for these positions should possess a PhD, or equivalent degree, in the relevant discipline. A commitment to quality teaching at the graduate and undergraduate levels, and a record of scholarly publications or demonstrated research potential, is required. Appointment date is open but July 1, 1996, is preferred. Please forward your resume along with the names of three references to: Ref. No. 94-BA2, Dr. Dennis Olson, Acting Chair of Business Administration, c/o Director of Human Resources, University of Northern British Columbia, 3333 University Way, Prince George, BC V2N 4Z9. Fax (604) 960-5695. Review of all applications will commence on October 15, 1995. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Northern British Columbia is committed to employment equity and encourages applications from women, aboriginal peoples, persons with disabilities and members of visible minorities.

THE UNIVERSITY OF NEW BRUNSWICK — Research Chair in Management of Technological Change. In anticipation of the establishment of a Research Chair in Management of Technological Change, the Faculty of Business at the University of New Brunswick is inviting applications/nominations from highly qualified individuals. It is anticipated that the Chair will be in place early in 1996. The Faculty of Business works closely with the business community in fulfilling its teaching and research mission. The responsibilities of the Chair will be a combination of research, teaching and working closely with the sponsoring organizations and other businesses. The Chair will be a source of knowledge helping organizations align technological change with employment policies and human resource management practices. This will be a tenure-track appointment. The ideal candidate has a PhD in Business, or in a cognate field, with a major in human resources management and is particularly knowledgeable about issues related to the management of technological change in organizations. Industrial experience at a senior level in the applications or management of information technology is an asset. The University of New Brunswick is committed to the principle of employment equity. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications or nominations will be accepted until the position is filled. Applications, nominations, and requests for information should be forwarded to: Dr. John Chalykoff, Dean, Faculty of Business, The University of New Brunswick, P.O. Box 5050, Saint John, New Brunswick, E2L 4L5 Canada; E-mail: chaly@unb.ca; Fax: (506) 648-5574; Phone: (506) 648-5677.

BUSINESS ADMINISTRATION

THE UNIVERSITY OF NORTHERN BRITISH COLUMBIA is a new Canadian university which opened in September, 1994. UNBC has a regional mandate to serve the northern two thirds of the Province, with regional offices in Prince Rupert, Fort St. John and Quesnel, and a main campus located in Prince George (population 72,000). Applications are invited for the position of Programme Chair, Business Administration. The Chair is expected to provide academic leadership and is responsible for the administration of the bachelor of commerce programme within the Faculty of Management and Administration. Currently, students can major in accounting, finance, marketing, general business or international business. An MBA programme of study is pending final university approval and additional bachelor of commerce majors are under consideration. A PhD in any business discipline, or equivalent degree, is required. You should possess good administrative and communications skills, express a commitment to teaching at the graduate and undergraduate levels, and have a research record meeting appointment at the Associate or Full Professor level. The initial appointment shall be for a period of up to five years. Appointment date is open but July 1, 1996, is preferred. Please forward your resume along with the names of three references to: Ref. No. BA1, Dean Douglas C. Nord, Faculty of Management & Administration, c/o Director of Human Resources, University of Northern British Columbia, 3333 University Way, Prince George, BC V2N 4Z9. Fax (604) 960-5695. Application deadline is November 15, 1995. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Northern British Columbia is committed to employment equity and encourages applications from women, aboriginal peoples, persons with disabilities and members of visible minorities.

BUSINESS ADMINISTRATION & COMMERCE

MEMORIAL UNIVERSITY OF NEWFOUNDLAND — Faculty of Business Administration, Labour Law/Business Law (Competition Number FBA-03-95). Applications are invited for a tenure-track faculty position in Labour Law/Business Law at the level of Assistant/Associate Professor rank commencing January 1st, 1996. The successful applicant is expected to teach undergraduate and graduate courses and conduct research in the areas of industrial relations, labour law and business law. Applicants should have, at a minimum, an LL.B. and a graduate degree in industrial relations and have demonstrated a commitment to teaching and research in a university environment. Approximately 700 students are registered in the Co-operative undergraduate program, while the MBA program has approximately 135 students, mostly part-time. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applicants should send two copies of their curriculum vitae and names of three references to Dr. Bill Blake, Dean, Faculty of Business Administration, Memorial University of Newfoundland, St. John's, NF A1B 3X5, Canada, by September 30th, 1995. Memorial University of Newfoundland is committed to employment equity.

THE UNIVERSITY OF BRITISH COLUMBIA — Faculty of Commerce and Business Administration. Applications are invited in many areas including accounting, finance, and marketing. Appointments are available July 1, 1996 or January 1, 1997. As a minimum, applicants must be nearing completion of their PhD dissertation. Other required qualifications include an interest in undergraduate teaching, a very strong research orientation and an ability to supervise doctoral candidates. Most openings are at the rank of assistant professor. Appointment may be considered at a higher rank for a woman with exceptional qualifications. Salary will be commensurate with the applicant's qualifications and experience. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Enquiries should include a curriculum vitae and the names of three academic references and should be sent to: The Dean, Faculty of Commerce and Business Administration, The University of British Columbia, Vancouver, BC V6T 1Z2.

CHEMISTRY

UNIVERSITY OF NEW BRUNSWICK — Department of Chemistry, Assistant Professor. The University of New Brunswick invites applications for a continuing (tenure-track) position at the Assistant Professor level starting July 1, 1996 in any area of analytical, physical or theoretical chemistry subject to budgetary approval. Applicants should have a PhD in the pertinent area of chemistry and proven ability or demon-

HEAD AND PROFESSOR DEPARTMENT OF MINING AND MINERAL PROCESS ENGINEERING

Applications are invited for the position of Head in the Department of Mining and Mineral Process Engineering at the University of British Columbia. Candidates must be qualified for an appointment at the rank of Professor and must have demonstrated excellence in research or professional practice in a discipline within the fields of mining or mineral process engineering. Competency in teaching and administration are required as is eligibility for registration as a Professional Engineer in the Province of British Columbia.

The Department of Mining and Mineral Process Engineering, one of seven engineering departments in the Faculty of Applied Science, currently has 8 faculty positions including one research chair funded by industry and government. The Department offers undergraduate degrees with specialization in either Mining or Mineral Process Engineering as well as graduate degrees at the Masters and Doctoral levels. The undergraduate and graduate enrollments are approximately 30 and 40 students, respectively. The research interests of the Department members encompass the broad fields of mining and mineral processing and include, in particular, rock mechanics, mineral economics, mine design, mineral and coal processing, process control and optimization, environmental protection. The Department will build on its existing research strengths and foster, in collaboration with industry, the development of its undergraduate program and surface mining activities.

The position is available effective January 1, 1996. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, accompanied by a detailed curriculum vitae and four names of references, should be submitted by **September 30, 1995** to:

Dean Axel Meisen, Chair
President's Advisory Committee (Head, Mining & Mineral Process Engineering)
Dean's Office, Faculty of Applied Science
The University of British Columbia
Vancouver, B.C. V6T 124
Tel: (604) 822-6412 Fax: (604) 822-7006
E-mail: meisen@unixg.ubc.ca

McGill

Dean of the Faculty of Agricultural and Environmental Sciences

McGill University invites nominations and applications for the position of Dean of the Faculty of Agricultural and Environmental Sciences. The Dean is responsible to the Vice-Principal (Academic) for the supervision and administration of the academic programs, budgets, and all activities of the Faculty. The appointment will be for a renewable five-year term commencing as soon as possible following selection. Candidates should have appropriate scholarly and administrative experience; facility in french, or a willingness to learn, will be an asset.

The Faculty consists of the Departments of Agricultural Economics, Agricultural Engineering, Animal Science, Food Science and Agricultural Chemistry, Natural Resource Sciences, Plant Science, the School of Dietetics and Human Nutrition, and the Institute of Parasitology. It offers programs at the B.Sc., M.Sc. and Ph.D. level and has active international development projects. Located on the western tip of the Montreal island on the Macdonald Campus in Ste-Anne-de-Bellevue, Quebec, the Faculty boasts a modern experimental farm complex and a Plant Research Facility with a soon to be completed state-of-the-art greenhouse. Also located on campus is the Lyman Entomological Museum and Research Laboratory, the largest University collection of insects in Canada, the Morgan Arboretum, 245 hectares of natural woodlands and plantations, as well as the St. Lawrence Valley Ecomuseum, a wildlife observation centre.

Nominations or applications, accompanied by a curriculum vitae and the names and addresses of three referees, should be submitted in confidence to **Bernard J. Shapiro, Principal and Vice-Chancellor, McGill University, James Administration Building, 845 Sherbrooke Street West, Montreal, Quebec, H3A 2T5** no later than October 30, 1995.

In accordance with Canadian immigration requirements , this advertisement is directed in the first instance to Canadian citizens and permanent residents.

McGill University is committed to equity in employment.

McGill

Doyen(ne) de la faculté des sciences de l'agriculture et de l'environnement

L'Université McGill lance un appel de candidatures pour le poste de doyen(ne) de la faculté des sciences de l'agriculture et de l'environnement. Le(la) doyen(ne) relève du vice-principal (enseignement) en ce qui concerne la surveillance et l'administration des programmes d'enseignement, des budgets et de toutes les activités de la faculté.

Le(la) candidat(e) retenu(e) est nommé(e) pour un mandat de cinq ans qui débute le plus tôt possible après la sélection. Les candidat(e)s doivent posséder une expérience suffisante en matière de recherche et d'administration, et connaitre le français ou être disposé(e)s à l'apprendre.

La faculté comprend les départements d'économie agricole, de génie agricole, de zootechnie, des sciences de l'alimentation et de chimie agricole, des sciences des ressources naturelles, de phytotechnie, l'École de diététique et de nutrition humaine ainsi que l'Institut de parasitologie. Elle dispense des programmes au niveau du baccalauréat ès sciences, de la maitrise ès sciences et du doctorat et réalise de nombreux projets de développement international. Située à l'extrémité ouest de l'île de Montréal au campus Macdonald de Ste-Anne-de-Bellevue (Québec), la faculté possède un complexe agricole expérimental ultra moderne et une installation de recherche phytotechnique qui sera bientôt pourvue d'une serre à la fine pointe du progrès. On trouve également sur ce campus le Musée et laboratoire de recherche Lyman d'entomologie, qui est le plus riche insectarium universitaire du Canada, l'Arboretum Morgan, 245 hectares de boisés et de plantations naturelles, sans oublier l'Écomusée de la vallée du St-Laurent, qui est un centre d'observation de la faune.

Veuillez faire acte de candidature en annexant votre curriculum vitae et le nom et l'adresse de trois répondant(e)s à **M. Bernard J. Shapiro, principal et vice-chanceller, Université McGill, pavillon James de l'Administration, 845, rue Sherbrooke ouest, Montréal (Québec) H3A 2T5**, au plus tard le 30 octobre 1995.

Conformément à la législation canadienne en matière d'immigration, cette offre s'adresse en premier lieu aux citoyen(ne)s canadien(ne)s et aux résident(e)s permanent(e)s.

L'Université McGill souscrit à l'équité en matière d'emploi.

strated potential for excellence in research and teaching. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should send a curriculum vitae and a research proposal prepared as if it were a NSERC research grant application (NSERC form 101, five page limit, etc.) by January 31, 1996 to. Dr. A.J. Thakkar, Chair, Department of Chemistry, University of New Brunswick, Bag Service #45222, Fredericton, New Brunswick, Canada E3B 6E2 (Fax: 506-453-4981) Applicants should also arrange for three referees to send letters of reference directly to the Chair at the above address. The University of New Brunswick is committed to the principle of employment equity

UNIVERSITY OF ALBERTA, Department of Chemistry invites applications for a tenure-track position in Organic Chemistry at the Assistant Professor level to begin July 1, 1996. The department seeks candidates with demonstrated ability and outstanding potential for excellence in teaching and research. A PhD in Chemistry or a closely related area is essential and postdoctoral experience is an asset. The research area can be in any aspect of Organic Chemistry which complements the expertise of the current faculty, but special emphasis is on interest and ability to teach Physical Organic Chemistry at the graduate level. The research of 34 faculty and 130 graduate students is supported by excellent services, including mass spectrometry and high field nmr laboratories, and departmental electronic, machine, and glassblowing shops. Applicants should submit a complete curriculum vitae and research proposals by October 31, 1995, and arrange to have at least three confidential letters of recommendation sent on their behalf to: B Kratochvil, Chair, Department of Chemistry, University of Alberta, Edmonton, Alberta, Canada T6G 2G2. Current salaries for Assistant Professors are in the range $39,230 to $55,526. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF ALBERTA, Department of Chemistry invites applications for two tenure-track positions at the Assistant Professor level to begin September 1, 1996. One position is for an Organic Chemist, and the other for a Physical Chemist. The department seeks candidates with demonstrated ability and outstanding potential for excellence in teaching and research. A PhD in Chemistry or a closely related area is required and postdoctoral experience is an asset. The research areas can be in any aspects of the disciplines which complement those of the current faculty. The research of 34 faculty and 130 graduate students is supported by excellent services, including mass spectrometry and high field nmr laboratories, and departmental electronic, machine, and glassblowing shops. Applicants should submit a complete curriculum vitae and research proposals by November 30, 1995, and arrange to have at least three confidential letters of recommendation sent on their behalf to: B Kratochvil, Chair, Department of Chemistry, University of Alberta, Edmonton, Alberta, Canada T6G 2G2. Current salaries for Assistant Professors are in the range $39,230 to $55,526. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF BRITISH COLUMBIA — The Department of Chemistry. The University of British Columbia is seeking to fill two tenure-track openings at the assistant professor level starting 1 July 1996: (1) an appointment in the area of theoretical chemistry and (2) an appointment in inorganic chemistry. Both positions require a PhD degree, postdoctoral experience preferably, and a proven research track record. The successful candidates will be expected to teach chemistry courses at the undergraduate and graduate level and to develop vigorous and creative research programs. The salary will be commensurate with experience. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. The positions are subject to final budgetary approval and, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications should consist of a curriculum vitae, list of publications, summary of research interests, a detailed research proposal, and the names and addresses of at least three references. The applicants should arrange for the complete application to be sent directly to: Professor Colin Fyfe, Chair, Future Appointments Committee, The University of British Columbia, Department of Chemistry, 2036 Main Mall, Vancouver, BC, Canada V6T 1Z1. Closing date for applications is November 1, 1995

UNIVERSITY OF NEW BRUNSWICK — Department of Chemistry. The University of New Brunswick invites applications for a tenure-track position at the Assistant Professor level starting January 1, 1996 in any area of organic, analytical or bio-chemistry. Applicants should have a PhD in the pertinent area of chemistry and proven ability or demonstrated potential for excellence in research and teaching. Applicants should send a curriculum vitae and a research proposal prepared as if it were a NSERC research grant application (NSERC form 101, five page limit, etc.) by September 22, 1995 to: Dr. A.J. Thakkar, Chair, Department of Chemistry, University of New Brunswick, Bag Service #45222, Fredericton, New Brunswick, Canada E3B 6E2 (Fax: 506-453-4981). Applicants should also arrange for three referees to send letters of reference directly to the Chair at the above address. The University of New Brunswick is committed to the principle of employment equity

UNIVERSITY OF WATERLOO — Faculty Appointment in Analytical Chemistry. The Department of Chemistry of the University of Waterloo invites applications for a tenure track assistant professorship in Analytical Chemistry. Interested applicants in all areas of Analytical Chemistry are welcome to apply but the successful applicant should have research interests which will complement but within are not directly coincident with those of current faculty. The appointee will be expected to teach courses in Analytical Chemistry at both the graduate and undergraduate levels. The University of Waterloo provides an excellent research and teaching environment and the Department of Chemistry operates a joint graduate program with the University of Guelph via the Guelph-Waterloo Centre for Graduate Work in Chemistry which is the largest graduate program in Chemistry in Canada. Opportunities also exist for collaborative interdisciplinary research in Analytical Chemistry within the University of Waterloo through, for example: The Centre for Groundwater Research, the Environmental Science and Engineering Program, The Centre for Materials Research and The Biotechnology Research Centre. Applications will be accepted until September 30, 1995 for an anticipated starting date of July 1, 1996. Interested applicants should submit a curriculum vitae, a short research proposal (3 pages, single spaced) and arrange for three letters of recommendation to be sent on their behalf to: The Chair, Department of Chemistry, University of Waterloo, Ontario, Canada, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples and persons with disabilities. This appointment is subject to the availability of funds.

CLASSICAL STUDIES

UNIVERSITY OF OTTAWA — The Department of Classical Studies of the University of Ottawa announces the opening of a full-time, tenure-track position, starting July 1st 1996, in Greek History/Archaeology at the level of Assistant Professor. Candidates in other areas of Greek Studies may also be considered. A PhD in the field is required with the ability to teach courses in both Latin and Greek. The successful candidate should have a strong enough record of research to be admitted to the School of Graduate Studies. The University of Ottawa is a bilingual University committed to instruction in both official languages. Given the needs of the programs, active bilingualism is a condition of hiring. In compliance with Canadian immigration laws, this position is offered to Canadian citizens and landed immigrants. Salary is commensurate with qualifications and experience, and in keeping with the University's Collective Agreement. Equity is a University policy. The University strongly encourages applications from women. Applications, including a curriculum vitae and the letters of 3 referees, should be sent before October 15th 1995 to: Dr. Denis Brearley, Chairman, Department of Classical Studies, University of Ottawa, B.P. 450, Station A, Ottawa, Ontario, Canada K1N 6N5.

L'UNIVERSITÉ D'OTTAWA — Le Département des Études anciennes de l'Université d'Ottawa sollicite des candidatures pour un poste de professeur(e) adjoint(e) en histoire/archéologie grecque menant à la permanence à partir du 1er juillet 1996. Les candidat(e)s dans les autres domaines des études grecques pourraient aussi être considéré(e)s. Les candidat(e)s possèderont un doctorat en Études anciennes et seront aussi capables d'enseigner les cours de latin et de grec. Un dossier de publications qui permet d'être admis(e) à l'École des Études supérieures et de la Recherche de l'Université est souhaitable. L'Université d'Ottawa est une université bilingue. Compte tenu des besoins des programmes, le bilinguisme actif est une condition d'embauche. L'Université applique une politique d'équité en matière d'emploi. Les femmes sont fortement encouragées à poser leurs candidatures. Le traitement et la charge de travail seront en conformité avec la convention collective. Conformément aux exigences prescrites en matière d'immigration au Canada, cet avis de concours s'adresse aux citoyens canadiens et aux résidents permanents. Prière d'adresser sa lettre de candidature, son curriculum vitae et trois lettres de recommandation, avant le 15 octobre 1995, à: Monsieur Denis Brearley, Directeur, Département des Études anciennes, Université d'Ottawa, B.P. 450, succursale A, Ottawa, Ontario, Canada K1N 6N5.

COMMUNICATIONS

TRINITY WESTERN UNIVERSITY — Communications. Subject to budgetary approval, Trinity Western University invites applications for a tenure-track position as assistant (or associate) professor of journalism to begin August 15, 1996. Candidates should have earned a doctorate in journalism or aligned field (e.g. media studies) and have journalism experience. Duties will include developing a journalism emphasis within the communications B.A. program. Excellent editing skills and experience with desk-top publishing, photography, video and audio production ideal but not required. Trinity Western University is a Christian liberal arts university, affiliated with the Evangelical Free Church of Canada. C.V.s and letters of reference should be addressed to Dr. Philip Wiebe, Assistant Dean, Trinity Western University, 7600 Glover Road, Langley, BC V3A 6H4 (604)888-7511. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens or permanent residents. Trinity Western University does not discriminate on the basis of gender or ethnic identity.

COMPUTER SCIENCE

TRINITY WESTERN UNIVERSITY — Computer Science. Trinity Western University invites applications for a tenure-track position as assistant professor of Computer Science to begin August 15, 1995 or (at latest) January, 1996. Candidates should hold a completed PhD (or equivalent) in Computing Science, Informatics, or MACS. Preference will be given to a candidate with expertise in one or more of: operating systems, software engineering, AI, and logic programming, but versatility is more important than the specific specialty. Trinity Western University is a Christian liberal arts university, affiliated with the Evangelical Free Church of Canada. C.V.s and letters of reference should be addressed to Dr. Jack Van Dyke, Assistant Dean, Trinity Western University, 7600 Glover Road, Langley, B.C. V2Y 1Y1 (604) 888-7511. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens or permanent residents. Trinity Western University does not discriminate on the basis of gender or ethnic identity.

UNIVERSITY OF WATERLOO — Department of Computer Science. The University of Waterloo invites applications for one or more tenure-track faculty positions in Computer Science. Consideration will be given to applicants whose research interests fit within the area of artificial intelligence or who engage in experimentally focused research in one or more of the following areas: database systems, data structures design, distributed systems, operating systems, programming languages, or software engineering. The successful candidate is expected to develop a productive research program, to supervise graduate students and to teach graduate-level courses, to maintain a strong commitment to teaching undergraduate students, and to contribute to the administration of the Department. A PhD in Computer Science or equivalent is required, with evidence of outstanding research accomplishments or potential and evidence of excellence in teaching. Candidates at all levels of experience are encouraged to apply. Rank and salary will be commensurate with experience. The Department of Computer Science comprises over 40 full-time faculty members engaged in research and teaching covering a broad spectrum. The Department and its research laboratories are housed in the 300,000 sq. ft. William G. Davis Computer Research Centre. The Department is a key participant in Information Technology Research Centre (ITRC), a provincial Centre of Excellence that supports basic and applied research in information technology. For further information about the Department, please see http://math.uwaterloo.ca/cs_dept. Applications should include a curriculum vitae and the names of three references and should be directed to the chair: Professor Frank Tompa, Department of Computer Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1; fwtompa@uwaterloo.ca. The position commences during the 1996 calendar year, and applications will be accepted until January 15, 1996. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

CRIMINOLOGY

UNIVERSITY OF TORONTO. The Centre of Criminology invites applications for a tenure-stream appointment at the Associate or Assistant Professor level, subject to budget. Qualifications: A Doctoral degree and an active research program. Applications are encouraged from scholars in a wide range of disciplines including anthropology, criminology, economics, history, philosophy, political science, psychology and sociology. Duties include research, undergraduate and graduate teaching, and supervising graduate students at the M.A. and PhD levels. Salary commensurate with qualifications. Send c.v. including names of three referees to Clifford Shearing, Director, Centre of Criminology, University of Toronto, Toronto, Ontario M5S 1A1. The position begins July 1, 1996. Closing date for applications October 31, 1995. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women, members of visible minorities, aboriginal peoples and persons with disabilities.

CROP SCIENCE

UNIVERSITY OF GUELPH — Department of Crop Science. Assistant Professor — Weed Science. The Department of Crop Science at the University of Guelph invites applications for a full-time, tenure-track position at the rank of Assistant Professor in the area of Weed Science. Candidates must have a PhD degree or post-doctoral experience in Weed Science. The position involves teaching, research and extension. The successful candidate is expected to establish an applied research program that develops innovative methods for the control of emerging and existing weed problems in important agronomic crops. The incumbent will be expected to teach Weed Science in the 2-year Diploma in Agriculture Program, to teach Taxonomy and Biological Control in the Plant Biology programs, and to supervise graduate students. Excellent field, laboratory and controlled-environment research facilities are available. The University of Guelph has the largest number of Plant Biology faculty of any University in Canada. Salary will be commensurate with qualifications and experience. Applications, including curriculum vitae, a statement of research experience and interests,

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The University College of the Cariboo invites applications for the following position:

INSTRUCTOR
Anthropology
Competition #95-060

The successful candidate will teach in the Social and Environmental Studies Department. The successful candidate will teach three courses in Anthropology/Archaeology for a one semester term.

Qualifications: • Ph.D. in Anthropology/Archaeology preferred • M.A. required

Term of Appointment: December 11, 1995 to April 26, 1996

Closing Date for Applications: October 31, 1995

The University College of the Cariboo is committed to the principle of employment equity. Please forward current curriculum vitae, quoting **Competition #95-060** with names, addresses and telephone numbers of three (3) referees, along with a copy of graduate transcripts to:

THE UNIVERSITY COLLEGE OF THE CARIBOO

Ms. Irene Bazell
Human Resources Officer
UCC, P.O. Box 3010
Kamloops, B.C.
V2C 5N3

Vice-Principal (Health Sciences) and Dean, Faculty of Medicine
Queen's University

Queen's University invites applications or nominations for the position of Vice-Principal (Health Sciences) and Dean, Faculty of Medicine. The appointment, effective July 1, 1996, will be for a five-year period and may be renewed.

Queen's University is situated in Kingston, an attractive and historic city with an area population of approximately 125,000. The city, roughly equi-distant from Toronto, Ottawa and Montreal, enjoys an abundance of cultural and recreational activities. The University, which has a strong record of accomplishments in both teaching and scholarship, has an enrolment of 13,000 full-time and 4,000 part-time students, with approximately 1,000 faculty and 2,000 staff.

The Faculty of Medicine is noted for the rapid development and implementation of a new curriculum, the creation of the most coherent of the academic health centres in Canada, and the development of an innovative funding model for clinical faculty which combines education, research, and health care.

The successful candidate for Dean and Vice-Principal must have a significant record of scholarship and administrative leadership in the medical sciences, and a clear understanding of major health policy issues and health care delivery. The individual will be expected to play an important advisory role regarding the interface of health care delivery and medical education and research, and to provide strong leadership in the teaching and research programs of the Faculty.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity program, welcomes diversity in the workplace and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities and visible minorities.

Written nominations or applications for the position, accompanied in the latter case by a resume of qualifications and experience and the names of three referees, should be sent to the address shown at left. The Search Committee will begin the review of applications on November 1, 1995.

The LANDMARK Consulting Group Inc.

1455 Lakeshore Road
Suite 206-S
Burlington, Ontario
L7S 2J1
Fax (905) 634-1882

ASSISTANT PROFESSOR
School of Child and Youth Care

A tenure-track position is available at the Assistant Professor level effective July 1, 1996.

The School of Child and Youth Care, which celebrated its 20th Anniversary in 1993, offers a unique educational environment encompassing a multi-disciplinary approach to education, research and professional issues related to the developmental care and special needs of children, youth and their families.

The School has a highly productive, ten-member multi-disciplinary core faculty complemented by sessional and visiting instructors. Current faculty backgrounds include child and youth care, psychology, education, nursing, counselling, and social work. Programmes are offered at the Bachelor's and Master's levels, and at the Doctoral level by Special Arrangement. The curriculum at the undergraduate level prepares students for front-line child and youth care positions and is offered both on-campus, and through an innovative distance education programme to students elsewhere in British Columbia, and in Alberta, Saskatchewan, and the Territories. Graduates work in a number of settings including child day care, child life, juvenile justice, school-based child and family support, residential care, and recreation programs. The M.A. programme is offered in collaboration with the School of Nursing and the School of Social Work and provides preparation for leadership positions in policy and practice in health and social services.

Preference will be given to candidates with clinical expertise with children, youth and/or families. The successful candidate must also be committed to excellence in teaching at both the undergraduate and graduate levels, and to developing an active program of research in an area related to the child and youth care field. A Ph.D. is preferred, however candidates with a relevant Master's degree committed to completing a Ph.D. are also encouraged to apply.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment until a Canadian search is completed and no appointment made.

Applicants should send a curriculum vitae, and arrange to have two letters of reference sent, by **October 31, 1995, to: Dr. Valerie S. Kuehne, Director, School of Child and Youth Care, University of Victoria, P.O. Box 1700, Victoria, B.C., Canada V8W 2Y2. PH: (604) 721-7987, FAX: (604) 721-7218, EMAIL: VKUEHNE@HSD.UVIC.CA**

The University of Victoria is an employment equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal persons.

UVic UNIVERSITY OF VICTORIA

and the names of three referees, should be sent to: Dr. David J. Hume, Chair, Department of Crop Science, University of Guelph, Guelph, Ontario, Canada N1G 2W1. Fax: (519) 763-8933. Closing date: November 30, 1995. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. This position is subject to final budgetary approval.

DENTISTRY

THE UNIVERSITY OF BRITISH COLUMBIA — Faculty of Dentistry, Oral and Maxillofacial Surgery Applications are invited for a senior full-time tenure track position in Oral and Maxillofacial Surgery, Department of Oral Medical and Surgical Sciences, The University of British Columbia, Vancouver, Canada. The candidates must be eligible for specialty certification with the College of Dental Surgeons of British Columbia and obtain licensure as soon as possible upon appointment. Graduate level training (M.Sc/PhD) and an established track record for independent research programs preferred. The level of the appointment will be dependent upon the qualifications and experience of the successful candidate. Responsibilities include research and teaching in the undergraduate, graduate and postgraduate programs, and directing the Division of Hospital Dentistry. The position is subject to final budgetary approval. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants are requested to forward a letter of application and curriculum vitae. In addition, they should arrange for three references to be forwarded independently. Deadline for receipt of material is November 1, 1995. Applications or further enquiries may be directed to: Dr. David Donaldson, Head, Department of Oral Medical and Surgical Sciences, Faculty of Dentistry, University of British Columbia, 2199 Wesbrook Mall, Vancouver, BC V6T 1Z3; Telephone: (604) 822-5767.

THE UNIVERSITY OF WESTERN ONTARIO — Dean, Faculty of Dentistry. Applications and nominations are invited for the position of Dean, Faculty of Dentistry, The University of Western Ontario. The appointment, to be effective 1 July 1996, is for a period of seven years, renewable. A candidate should have an established reputation as an academic researcher and teacher and should have the necessary inter-personal skills and administrative experience to provide leadership for the ongoing development of the programs of the Faculty. The University of Western Ontario has a total enrolment of approximately 26,000 full-time equivalent students. The University is located in the City of London, which has a population of 315,000 and is approximately 180 km south-west of Toronto, Ontario. The Faculty of Dentistry is one of two in the Province of Ontario. It has eleven academic divisions and it shares academic appointments with the Faculty of Medicine in the Departments of Anatomy, Biochemistry, Medical Biophysics, Microbiology and Immunology, Pathology, Pharmacology and Toxicology, and Physiology. The Faculty of Dentistry has 33 full-time and 100 part-time faculty members and a full-time support staff of 38. The undergraduate enrolment is 48 students in each year of the four year program. In addition, the Faculty offers graduate education in Orthodontics, Oral Pathology and the basic health sciences. The Faculty of Dentistry is an integral part of the Health Sciences complex and contributes to teaching and research in a wide range of fields. In addition, the Faculty provides community service through its in-house clinics and association with dental departments at the three major teaching hospitals. Nominations and applications should be submitted by December 1, 1995 to Professor G. Moran, Provost & Vice-President (Academic), Room 107, Stevenson-Lawson Building, The University of Western Ontario, London, Ontario N6A 5B8. Applications should include a curriculum vitae and the names of at least three referees. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

THE UNIVERSITY OF WESTERN ONTARIO — Tenure-track position for Assistant Professor available in Division of Periodontics, Faculty of Dentistry, University of Western Ontario, commencing July 1, 1996. Applicants must be certifiable in specialty of Periodontics and should have substantial clinical teaching experience and research record. Duties include teaching, research and administration. Inquiries and applications, which should include a curriculum vitae and names of three referees to Dean, Faculty of Dentistry, University of Western Ontario, London ON N6A 5C1. Positions are subject to budget approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

DERMATOLOGY

UNIVERSITY OF BRITISH COLUMBIA — Clinical Fellow, The Division of Dermatology is seeking a M.D. with post-doctoral research training in Dermatology. The successful applicant will be expected to devote 100% time to research and work closely learning all aspects of dermatologic surgery with particular emphasis on Mohs micrographic surgery. Responsibilities will include limited teaching and clinical duties. This is a one-year appointment beginning July 1, 1996. Please submit a letter of application and a CV no later than March 1, 1996 to: Dr. David McLean, Head, Division of Dermatology, Department of Medicine, Vancouver General Hospital, 855 W. 10th Avenue, Vancouver, BC V5Z 1L7. Salary will be $30,000 per annum. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities.

DIAGNOSTIC RADIOLOGY & NUCLEAR MEDICINE

THE UNIVERSITY OF WESTERN ONTARIO — Chair, Department of Diagnostic Radiology and Nuclear Medicine. The Department comprises a faculty complement of 72, most of whom are located within the three major teaching hospitals. There are 27 full-time members. The Department has equally strong commitments to teaching and service, and an outstanding record of research with world-class imaging research laboratories. Eligibility for Canadian certification and an Ontario licence to practice is required. Candidates should have demonstrated academic leadership a commitment to excellence in teaching, an established record of research, and sound clinical and management skills. Please send application with curriculum vitae and the names and addresses of three persons prepared to provide a reference to: Dr. R.Y. McMurtry, Dean, Faculty of Medicine, The University of Western Ontario, London, Ontario, Canada N6A 5C1. Positions are subject to University budget approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities. Deadline for submission: September 30, 1995.

EARTH & ATMOSPHERIC SCIENCES

THE UNIVERSITY OF ALBERTA has established a Department of Earth and Atmospheric Sciences through the merger of the Departments of Geography and Geology. The new Department has strength in the areas of paleoclimatology, biodiversity, cryoclimatology and atmosphere/ocean modelling and wishes to reinforce and complement these areas through the appointment of an individual with demonstrated research excellence in one or more of the following fields: atmosphere/ocean/cryosphere interaction, biodiversity, climate change, climate physics and dynamics, hydroclimatology, microclimatology, numeric modelling of climate systems, paleoclimatology. Innovative undergraduate and graduate programs are being developed, and the successful applicant will be expected to contribute through high quality teaching in climate and atmospheric science. The appointee is expected to develop an active research program in state-of-the-art methods for understanding the climate system and its components. We seek an applicant who will be able to stimulate interactions among geologists, geographers, meteorologists, geophysicists, engineers, applied mathematicians, government and the private sector. The salary range for an Assistant Professor is $38,230-$55,526. Applicants must hold a PhD degree and the appointment will commence January 1 or July 1, 1996. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, including a resume, a statement of research interests, and the names and addresses of three referees, should be received by September 30, 1995 and addressed to Dr. Brian Jones, Chair, Department of Earth and Atmospheric Sciences, University of Alberta, Edmonton, Alberta, Canada T6G 2E3 (Fax: 403-492-2030, E-mail: bjones@gpu.srv.ualberta.ca). The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

ECONOMICS

THE UNIVERSITY OF CALGARY Department of Economics invites applications for one entry level tenure-track position at the Assistant Professor rank, beginning July 1, 1996. The only fields which will be considered are industrial organization or macroeconomics. Candidates must have a PhD in Economics, or be near completion, and must show promise of excellence in research and teaching. Duties include teaching at the undergraduate and graduate level, supervision of graduate students, research, and university service. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary is committed to Employment Equity. Send an application letter, a curriculum vitae and the names of three referees by December 1, 1995 to: Robert McRae, Head, Department of Economics, 2500 University Drive N.W., Calgary, Alberta T2N 1N4 Fax: (403) 282-5262.

THE UNIVERSITY OF ALBERTA, Department of Economics has an opening for a tenure-track appointment at the assistant or associate professor level, commencing July 1, 1996. The Department is seeking candidates with a specialization in microeconomic theory with concentration in information economics, decision theory, game theory and/or economics of organizations. Entry level applicants are expected to have a PhD (or be close to completion) and they should display promise of quality teaching and research. Candidates at the associate level are expected to have well established teaching and research credentials. Salary commensurate with qualifications and competitive with other Canadian institutions. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send applications (including complete curriculum vitae, graduate school transcripts, names of three references who have been asked to send confidential letters of assessment) to Melville McMillan, Chair, Department of Economics, University of Alberta, Edmonton, Alberta, T6G 2H4 by December 15, 1995. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, person with disabilities, and members of visible minorities.

EDUCATION

MEMORIAL UNIVERSITY OF NEWFOUNDLAND — The Faculty of Education, Memorial University of Newfoundland, invites applications for the tenure-track position commencing January 1, 1996 in Mathematics/Computer Education. Appointments are normally made at the Assistant Professor level. Normal qualifications include an earned doctorate. Duties of the position include some combination of undergraduate and graduate teaching, internship supervision, thesis supervision, research and professional development activities. In addition, this position includes the co-ordination of computer facilities in the Faculty of Education. The closing date for receipt of applications is September 20, 1995. Applications including curriculum vitae and the names of at least three referees should be submitted to: Dean of Education, Faculty of Education, Memorial University of Newfoundland, St. John's, Newfoundland A1B 3X8. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Memorial University is committed to employment equity. Positions are subject to budgetary approval.

ENGINEERING

UNIVERSITY OF ALBERTA — Mining and Petroleum Engineering. Applications and nominations are invited for two full time tenure track positions, one in Mining Engineering and one in Petroleum Engineering. Mining Engineering candidates should have a strong interest in one or more of the following fields: mineral economics, ore reserves estimation, mine property evaluation, mining systems and mine planning. Likewise, Petroleum Engineering candidates should have a strong interest in one or more of oil and gas reservoir engineering, formation evaluation and well logging, drilling, production and completion, heavy oil recovery and property evaluation. Ideally, candidates for both positions should have strong complementary interests in energy economics, project economics, management and trends in engineering education. A preferred candidate will have a PhD and qualifications for PEng certification, with an undergraduate engineering degree from a university with an accredited engineering curriculum. Some industrial experience would be an advantage. It is essential that the applicants have a strong desire to teach undergraduates, and to

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The University of Manitoba
Department of Internal Medicine

PROFESSOR AND HEAD

Applications are invited for the position of Head of the Department of Internal Medicine at the Faculty of Medicine, University of Manitoba for a five year term commencing January 1, 1996. The appointment will be full-time and tenured at the rank of Professor.

Candidates should have a M.D. and a substantial record and achievement in Internal Medicine, as well as extensive experience in teaching and research, and proven administrative experience. The Department is responsible for programs of education at the undergraduate and graduate levels. Candidates must be eligible for registration with the College of Physicians and Surgeons of Manitoba and be certified in Internal Medicine by the Royal College of Physicians and Surgeons of Canada. The University of Manitoba offers good working conditions, a competitive salary and an attractive fringe benefit package.

The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal people and persons with disabilities. The University provides a smoke free work environment save for specially designated areas. This advertisement is directed to Canadian citizens and permanent residents of Canada.

Applications and nominations accompanied by a curriculum vitae and the names and addresses of three referees should be submitted not later than Friday, **September 29, 1995** to: **Dr. N.R. Anthonisen, Chair, Department of Internal Medicine, Search Committee, Faculty of Medicine, University of Manitoba, A101-753 McDermot Avenue, Winnipeg, Manitoba, R3E 0W3.**

Queen's University at Kingston

Queen's National Scholars

(Faculty Appointments)

Queen's University at Kingston invites applications from outstanding scholars for faculty appointments under the Queen's National Scholars Program. These appointments are to enrich teaching and research in newly developing fields of knowledge as well as traditional disciplines. The main criterion of interest to the selection committee is academic excellence regardless of other considerations. Preference will be given to scholars in the early- or mid-career stages. Another objective is to provide an opportunity to improve the proportion of women and members of designated minorities on faculty. Queen's University has an employment equity program and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities, and visible minorities.

A maximum of four awards will be available in 1995/96. Appointments under this special program will be either bridging appointments to regular tenure-track positions or special shorter term appointments.

Prior to submission of a full application, contact should be made with the appropriate department head to discuss the position(s) which may be available. Each full application should include a curriculum vitae, a brief statement of current and prospective research interests and a statement regarding teaching experience or potential. Applicants should also supply information concerning any interruptions in their academic careers and other factors which may have affected their capacity to complete scholarly work. It is the responsibility of the applicants to have letters from at least three referees sent directly to the address below. The deadline for receipt of completed applications, including letters of reference, is **October 13, 1995** for decision in January, 1996.

Applications and letters of reference should be sent to: **The Head(s) of the department(s) of the applicant's field(s) of study, Queen's University, Kingston, Ontario, Canada, K7L 3N6.**

In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

CO-ORDINATOR, Career Services

This position, reporting to the Director of the Counselling and Student Resource Centre, is responsible for the management of the Career Services Unit. Responsibilities include staffing, planning, budgeting and administration of co-op education, career development, employment services and the Career Centre.

In addition, the incumbent will assume a strong leadership role when collaborating with the academic community in the development, delivery and co-ordination of a broad range of experiential learning opportunities. The focus on experiential learning will be done within the institutional mission statement in which career and job readiness are encouraged in a learner-centred environment.

This will be a position of interest to someone with a minimum of a Master's Degree in an education-related discipline, and several years of experience in career counselling, experiential education or related fields. The candidate will have demonstrated management and motivating skills and enjoy working with a team with a strong sense of professional vision. Knowledge of distance education technology would be an asset.

Resumes and three references should be forwarded by **September 30, 1995** to: **Bruno Mancini, Chair of Search Committee, Counselling & Student Resource Centre, Level 3, University Centre, University of Guelph, Guelph, Ontario N1G 2W1.** Phone: (519) 824-4120, extension 2386. FAX: (519) 763-5244. E-mail: bmancini@uoguelph.ca.

We thank all applicants for their interest but wish to advise that only those selected for an interview will be contacted.

The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

UNIVERSITY of GUELPH

UNIVERSITY OF SASKATCHEWAN

Invites applications and nominations for the position of

DEAN OF ENGINEERING

The University of Saskatchewan offers an outstanding opportunity to candidates committed to the development of excellence in teaching and research in the College of Engineering. The Dean will provide academic leadership for engineering programs and facilitate strong communication linkages between the College and industry and alumni.

The College of Engineering offers five programs within the College (Agricultural & Bioresource, Chemical, Civil, Electrical and Mechanical) and three in collaboration with departments in the College of Arts and Science (Geological, Geophysical, and Engineering Physics). A comprehensive set of graduate programs, including the Ph.D., are offered in all areas. The College operates on an annual budget of approximately $8.5 million and has research revenues of $4 million annually. In 1994-95, the base budget faculty complement was 76.79 faculty with 42.15 support staff. Undergraduate and graduate enrollments in the College for the 1994-95 academic year were approximately 1200 and 300 respectively. The University of Saskatchewan has a student population of approximately 19,000 full and part-time students registered in thirteen colleges.

The Dean will be an established scholar with proven administrative ability and will hold an academic appointment as a professor. The Dean will also be involved in the University's general academic leadership and will report directly to the Vice-President (Academic). Salary will be commensurate with qualifications and experience. The appointment, effective July 1, 1996 will be for a term of five years in the first instance.

Nominations and applications with complete resumes including the names of three references will be accepted until **October 15, 1995** and should be submitted to:

Dr. Patrick J. Browne, Vice-President (Academic)
University of Saskatchewan
216 Administration Building, 105 Administration Place
SASKATOON, SK S7N 5A2

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents

The University of Saskatchewan is committed to the principles of Employment Equity and welcomes applications from all qualified candidates. Women, people of Aboriginal descent, members of visible minorities, and people with disabilities are invited to identify themselves as members of these designated groups on their application.

carry out publishable research, with the aid of graduate students. The intention is to appoint at the level of Assistant Professor, however, higher levels will be considered if appropriate. The current salary range for an assistant professor is from $39,230 to $55,526 p.a. The University of Alberta is one of the largest in Canada with over 24,000 students. The Faculty of Engineering has over 2300 undergraduate students. The Department of Mining, Metallurgical and Petroleum Engineering offers BSc, MSc and PhD programs in each of these three disciplines. The Department has 17 faculty, 180 undergraduate students and 60 graduate students. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please submit curriculum vitae, a description of teaching and research goals and interests, together with the names of three referees to: K. Barron, Chair, Dept. of Mining, Metallurgical and Petroleum Engineering, University of Alberta, Edmonton, Alberta, Canada T6G 2G6. (Phone (403)492-2867, FAX (403)492-2405). Applications will be accepted until September 29th, 1995 for appointment January 2nd, 1996. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

CONCORDIA UNIVERSITY - The Department of Mechanical Engineering at Concordia University is seeking applications for a full-time tenure-track faculty position at the Assistant or Associate Professor level in the Industrial Engineering area starting January 1996. The Department offers BEng., M.Eng., M.A.Sc., and PhD programs and has a well established and well-funded faculty research activity. Candidates should have a Bachelor's and a PhD degree in Mechanical/Industrial Engineering with a strong background in Simulation, Manufacturing Systems, and Manufacturing Processes. Candidates should have industrial experience and must be eligible for professional registration in the Order of Engineers of Quebec. Knowledge of French language is an asset. The successful candidate will be required to teach both undergraduate and graduate courses in Industrial Engineering and seek external funding for research, demonstrate scholarly productivity through publications, and develop fruitful contacts with industry. Applications, including detailed curriculum vitae and names of at least three referees, should be sent to Dr. S. Hoa, Chair, Department of Mechanical Engineering, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec Canada H3G 1M8. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities, and disabled persons. All things being equal, women candidates shall be given priority.

UNIVERSITY OF ALBERTA — The Department of Civil of Engineering is seeking staff for the following newly created positions: Environmental Engineering (3 positions); Construction Engineering (1 position); Environmental Geotechnics (1 position). Appointment is expected to be at the Assistant/Associate Professor level in the salary range $39,230 to $69,664. The Positions: Environmental Engineering: Applicants are sought from those who have interests in the following areas: **1.** Environmental engineering processes related, water and waste water treatment (Appointment 1 January 1996); **2.** Environmental modelling (Appointment 1 July 1996); **3.** Treatment Processes in the waste water area (Appointment 1 July 1996). Construction Engineering: The successful candidate will be expected to carry out research on topics relevant to construction in Alberta such as cold weather, remote locations, mega projects, computing, environmental impact, site efficiency and productivity (Appointment by 1 January 1996). Environmental Geotechnical Candidates for these positions should have strong research interests in waste management, containment systems, remediation and reclamation (Appointment by 1 January 1996). All appointees will be expected to contribute to undergraduate and graduate teaching as well as carry out research in their area of expertise. The University: The University of Alberta, founded in 1908, is one of the largest universities in Canada with 25,000 undergraduate and 3,000 graduate students. The Civil Engineering Department has 350 undergraduate students and 180 graduate students. The University is situated in the heart of Edmonton on the banks of the North Saskatchewan River. Edmonton has a population of 600,000 people, and offers a diverse array of cultural and sporting activities year round. The City has one of the lowest costs of living in Canada. The Rocky Mountain National Parks of Jasper and Banff are readily accessible from Edmonton by modern express highways, providing access to some of the finest skiing, kayaking, cycling, camping, backpacking and fishing in the world. Application Procedure: In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should send a curriculum vitae including employment history, a statement concerning research and teaching interests, and names of at least three referees to: Dr. N.R. Morgenstern, Chair, Department of Civil Engineering, University of Alberta, Edmonton, Alberta T6G 2G7; Telephone: (403) 492-7620; Fax: (403) 492-0249. Application Deadlines: 30 October 1995 Construction/Environmental Geotechnics; 30 October 1995 for 1 January 1996 Environmental appointment; 30 December 1995 for 1 July 1996 Environmental appointments. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities and members of visible minorities.

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of Mining and Mineral Process Engineering of the Faculty of Applied Science at the University of British Columbia invites applications for a tenure track position as Assistant or Associate Professor in Mining. The appointee is expected to generate a strong research programme and to teach both undergraduate and graduate courses covering a broad spectrum of mining activity. Applicants should have a PhD in Mining or Mineral Economics with a commensurate industrial background. Knowledge of mine design, planning, mine economics or valuation would be an asset. The applicant should be eligible for registration as a Professional Engineer in British Columbia. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The starting date is January 1, 1996 (negotiable) and is subject to final budgetary approval. Applications, including résumé and a list of at least three references, should be sent by September 30, 1995 to: Dr. T.R. Meadowcroft, Professor and Head, Dept. of Mining and Mineral Process Engineering, University of British Columbia, 517D - 6350 Stores Rd., Vancouver, BC V6T 1Z4. An Equal Opportunity Employer.

UNIVERSITY OF SASKATCHEWAN — Department of Agricultural & Bioresource Engineering. Applications are invited for a tenure track position as Assistant Professor. The appointment will be for 6.5 months per year (October 1 to April 15). Primary duties are teaching in the Diploma in Agriculture program but applicants will also have some involvement with teaching undergraduate degree courses in either agriculture or engineering. Applicants should have farm experience, a demonstrated interest and experience in agricultural machinery and power units, and a Masters degree in Agricultural Engineering or a Bachelor' degree in Agricultural Engineering or Mechanized Agriculture and considerable teaching or other related experience. Apply in writing before October 1, 1995 stating relevant experience and the names, addresses and telephone numbers of three persons who could provide references to: Ernest M. Barber, Professor and Head, Department of Agricultural & Bioresource Engineering, 57 Campus Drive, University of Saskatchewan, Saskatoon, Saskatchewan S7N 5A8; Telephone: (306) 966-5305. The University of Saskatchewan is committed to the principles of Employment Equity and welcomes applications from all qualified candidates. Women, people of aboriginal descent, members of visible minorities, and peoples with disabilities are invited to identify themselves as members of these designated groups on their applications.

UNIVERSITY OF OTTAWA — Department of Electrical Engineering. Three positions at the Assistant Professor level including a two-year contractually limited position in electrical engineering with expertise in electromagnetic and power engineering and two tenure-track positions in computer engineering are available in the Department of Electrical Engineering, effective January 1, 1996. Candidates must possess a doctorate in electrical or computer engineering and must be able to teach in both French and English. All undergraduate course covered by the two computer engineering positions, funded by CEFO (Conseil de l'Éducation et de la Formation Franco-Ontarien), are to be taught in French. The successful candidates will teach undergraduate and graduate courses and will be called upon to pursue scholarly activities in the area of specialization as well as to participate in departmental and university activities. Equity is a University policy. The University strongly encourages applications from women. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The interested persons should submit a letter of application, a curriculum vitae and the names of three references to Dr. E. Petriu, Chairman, Department of Electrical Engineering, University of Ottawa, P.O. Box 450, Station A, Ottawa, Ontario, K1N 6N5, before October 1, 1995. These positions are subject to budgetary approval.

UNIVERSITÉ D'OTTAWA — Département de génie électrique. Trois postes de professeur ou de professeure (niveau de professeur(e) adjoint(e)) sont ouverts à partir du 1er janvier 1996. Le premier est à contrat pour deux ans en génie électrique, et plus précisément en électromagnétisme et systèmes électriques à forte puissance. Les deux autres postes sont en génie informatique et mènent à la permanence. Les candidat(es) doivent avoir un doctorat en génie informatique ou en génie électrique. La capacité d'enseigner en français et en anglais est un prérequis. Les cours de premier cycle pour les deux postes CEFO (Conseil de l'Éducation et de la Formation Franco-Ontarien) en génie informatique seront enseignés en français exclusivement. La tâche principale consistera à enseigner des cours de premier, de deuxième et de troisième cycles, de poursuivre des activités de recherche dans le domaine de spécialisation et de participer aux activités du département et de l'Université. L'Université a une politique d'équité en matière d'emploi. Les femmes sont fortement encouragées à poser leur candidature. Conformément aux règlements du Canada en matière d'immigration, notre annonce s'adresse en premier lieu aux personnes ayant la citoyenneté canadienne ou le statut de résident permanent. Prière de faire parvenir votre demande d'emploi, curriculum vitae et le nom de trois personnes aptes à fournir des références à: M.E. Petriu, directeur, Département de génie électrique, Université d'Ottawa, C.P. 450, succursale A, Ottawa (Ontario) K1N 6N5, avant le 1er octobre 1995. Ces postes sont sujets à l'approbation des fonds nécessaires.

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of Metals and Materials Engineering of the Faculty of Applied Science,

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The University of Waikato
Te Whare Wananga O Waikato
Hamilton, New Zealand

SENIOR LECTURER IN FRENCH

Applications are invited for the position of Senior Lecturer in French. Applicants should have a doctorate, an established reputation in internationally refereed literature and experience in teaching in a broad field. The successful applicant will be required to contribute to the teaching of French language and modern cultural studies and should be able to foster graduate and staff research.

He or she may be required to assume the responsibilities of Chairperson of the Department, which at present is a Department of Romance Languages.

The current salary range for Senior Lecturers is NZ$52,000 - NZ$67,080 per annum.

Enquiries of an academic nature may be made to Associate Professor Denis L Drysdall, telephone 64-7-856 2889, fax 64-7-856 2158, email: D.Drysdall@waikato.ac.nz. Information on the method of application and conditions of appointment can be obtained from Personnel and Management Services, The University of Waikato, Private Bag 3105, Hamilton, New Zealand, telephone 64-7-838 4003, fax 64-7-856 0135, email: personnel@waikato.ac.nz. Applications quoting reference number A95/44 should reach Personnel and Management Services by 29 September 1995.

Equal opportunity is University policy.

Mechanisms
OF DISEASE

The Department of Pathology and the Research Institute of the Hospital for Sick Children (HSC), a health care, teaching and research centre dedicated exclusively to children; affiliated with the University of Toronto, have a vacancy for a Staff Scientist holding an **M.D. or M.D. Ph.D.** degree who has research interests in the area of **mechanisms of disease related to immunological and transplantation pathology.** The Department of Pathology currently has a broadly based research program with special strengths in molecular diagnostics and cardiovascular, pulmonary, renal and neurological pathology. The successful candidate will be expected to build an independent research program while interacting closely with the other basic and clinical research areas within the Department. HSC and the University of Toronto provide the candidate with an opportunity to collaborate with nationally and internationally recognized scientists in related fields. The Department of Pathology at HSC is equipped with state-of-the-art imaging instrumentation for morphological and molecular investigations. Research Institute Scientists are cross-appointed to the University of Toronto.

Applicants should submit their curriculum vitae, a brief description of their research interests, and the names of three referees by **December 15, 1995, to: Ernest Cutz, M.D., Chair, Search Committee, Department of Pathology, The Hospital for Sick Children, 555 University Avenue, Toronto, Ontario, Canada M5G 1X8. Fax: (416) 813-5974.**

HSC THE HOSPITAL FOR SICK CHILDREN

University of Alberta
Edmonton

Chair, Department of Political Science

Applications and nominations are invited for the position of Chair of the Department of Political Science at the University of Alberta. This tenured appointment will be made at the level of Associate Professor ($48,736 – $69,664) or Professor ($60,567+), effective 1 July 1996. Candidates should have a distinguished record or professional achievement and scholarship in any field of the discipline, as well as demonstrated administrative ability and experience.

The Department has 23 regular faculty members who pursue an extensive research program. In addition to substantial service teaching, the department offers majors and honours programs in political science and in Canadian studies at the undergraduate level, and graduate programs in political science leading to the MA and PhD degrees. The new Chair of the Department will be responsible for building on the Department's teaching and research excellence by guiding the process of renewal that will follow upon the early retirement incentive program recently implemented by the University.

The Department is a unit of the Faculty of Arts, the second largest Anglophone arts faculty in Canada. The Faculty spans the social sciences, humanities and fine arts, offering a broad range of disciplinary and interdisciplinary courses, and graduate programs in most of its disciplines. The University of Alberta, Canada's second largest University, is a national leader in research and teaching and offers first class facilities, international connections and special awards for distinction in teaching and eminence in research. The University's nineteen Faculties provide rich opportunities for collaboration across the boundaries of many disciplines.

Please send nominations or applications (CVs and names of three referees), by 1 November 1995, to:

Patricia Clements
Dean of Arts
University of Alberta
Edmonton, Alberta T6G 2E5

The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

Vice-President (Administration)
The University of Western Ontario

The University of Western Ontario is one of Canada's leading universities in both teaching and research, with some 26,000 full- and part-time students in degree programs at the undergraduate and graduate levels. Western's faculty receive each year numerous major scholarly awards and over $50 million in external research grants. The University is committed to excellence in both teaching and research, and recruits outstanding students and faculty in pursuit of that objective.

The Vice-President (Administration) reports to the President and is responsible for a broad range of support services in the University. The Vice-President will provide leadership to the department heads who are responsible for finance, physical plant, human resources, and housing and food services. In addition, the Vice-President will maintain effective relationships with Ministry officials and, as a member of the President's team, will also have involvement in University planning, budgeting, and policy development in areas not strictly included in this portfolio.

The successful candidate must possess exceptional interpersonal and communications skills, a talent for administration and financial planning in a complex organization, and excellent analytical, organizational and management abilities. The capacity to interact effectively with the Board of Governors, and unionized and non-unionized staff, is essential. Outstanding leadership skills, combined with respect for decision-making through consultation and consensus-building, are also required. Honesty, integrity and a combination of education, experience and achievements that will command respect within the University, are essential.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents in Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

Nominations and applications should be submitted to the address shown at left.

The LANDMARK Consulting Group Inc.

1455 Lakeshore Road
Suite 206-S
Burlington, Ontario
L7S 2J1
Fax. (905) 634-1882

the University of British Columbia, invites applications for the post of Associate Professor in Metals and Materials Engineering. This is a grant tenure-track position, with an initial three year term, and requires that the successful applicant participate in undergraduate and graduate level teaching and conduct an independent research program. Applicants should have a PhD in Metallurgical Engineering, or other relevant disciplines with a demonstrated record of research accomplishment and industrial impact in the filed of biohydrometallurgy. This position is to be funded from the Industrial Research Chair in Biohydrometallurgy and is to be strongly linked to the existing Industrial Research Chair in Hydrometallurgy (David Dreisinger – Chairholder). The successful applicant will be responsible for mounting a research program in biohydrometallurgy in collaboration with Chair sponsors and Metals and Materials Engineering faculty. It will be the responsibility of the successful applicant to make regular visits to Chair supporting companies and present seminars and workshops to the technical staff. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed towards Canadian citizens and permanent residents of Canada. The starting date is January 1, 1996. Application, including resume and references, should be sent by September 30, 1995 to: Dr. T.R. Meadowcroft, Head, Department of Metals and Materials Engineering, The University of British Columbia, 309-6350 Stores Road, Vancouver, BC V6T 1Z4 Canada.

UNIVERSITY OF WATERLOO — Systems Design Engineering. Applications are invited for a tenure-track faculty position at the rank of Assistant or Associate Professor. The candidate should possess a PhD and have a strong research record in the areas of Ergonomics, Human Factors or Human Systems Engineering and Design. The candidate would be expected to take a leadership role in developing a research program and should have a strong computing background. Industrial experience and eligibility for registration in a Professional Engineering Association are desirable. The successful candidate will be expected to teath both undergraduate and graduate courses, supervise graduate students and maintain and further develop his or her research program. Application packages may be requested from Prof. Keith W. Hipel, Chair, Department of Systems Design Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. The closing date for applications is November 15, 1995. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women and men, members of visible minorities, Native peoples, and persons with disabilities. This appointment is subject to the availability of funds, with a starting date on or before January 1, 1996.

ENGLISH

UNIVERSITY OF NEW BRUNSWICK — The Department of English at the University of New Brunswick in Fredericton invites applications for a probationary tenure-track position in Eighteenth Century Poetry and Prose are encouraged to apply. Applications should hold a PhD or its equivalent. Interested individuals should ask three referees to send letters and should themselves forward a letter of application, a detailed curriculum vitae, and a transcript of academic record to: Dr. Roger Ploude, Chair, Department of English, The University of New Brunswick, P.O. Box 4400, Fredericton, NB, Canada E3B 5A3. The deadline for applications is 1 December 1995. In accordance with Canadian Immigration requirements, this announcement is directed to Canadian citizens and permanent residents of Canada only. The University of New Brunswick is committed to the principle of employment equity.

UNIVERSITY OF NEW BRUNSWICK — The Department of English at the University of New Brunswick in Fredericton invites applications for a probationary tenure-track position in Creative Writing at the Rank of Assistant Professor, effective 1 July 1996 and subject to final budgetary approval. In addition to teathing literature courses at undergraduate and graduate levels, the successful candidate will be expected to teach Creative Writing at both levels and to supervise graduate students in the creative writing program. Preference will be given to candidates who hold the PhD in any area of Literature in English. Interested individuals should ask three referees to send letters and should themselves forward a letter of application, a detailed curriculum vitae, and a transcript of academic record to: Dr. Roger Ploude, Chair, Department of English, The University of New Brunswick, P.O. Box 4400, Fredericton, NB, Canada E3B 5A3. The deadline for applications is 1 December 1995. In accordance with Canadian immigration requirements, this announcement is directed to Canadian citizens and permanent residents of Canada only. The University of New Brunswick is committed to the principle of employment equity.

UNIVERSITY OF ALBERTA — The Department of English, University of Alberta, invites applications for a tenurable position at the Assistant Professor level, effective July 1, 1996, in the area of Victorian Literature. The deadline for receiving completed applications is November 15, 1995. Applications from persons who have a substantial background in more than one area of the discipline, who have interdisciplinary and/or Cultural Studies expertise, and who are able to teach generalist as well as specialized courses are particularly welcomed. The appointment will be at the floor of the Assistant Professor level (1995-96 salary of $39,230). The English Department at the University of Alberta has 63 tenure-track faculty members, approximately 135 graduate students of whom half are in the PhD programme, over 100 Honours programme students, and over 700 Arts and Education majors. Faculty members typically teach courses from first-year to graduate levels. The current teaching load is 5 semesters; new faculty members will be assigned a reduced teaching load during their first year of appointment and are eligible to apply for a small start-up grant for research. Staff members are also eligible to apply to university programmes in support of research and attendance at conference. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Candidates should ask three referees to send letters directly to: Dr. Patricia Demers, Chair, Department of English, University of Alberta, Edmonton, Alberta, Canada T6G 2E5. Candidates should also send the Chair a letter of application, a complete curriculum vitae, and the names of referees, and should arrange for the Chair to receive graduate and undergraduate transcripts. Only complete applications received by November 15 will be considered; candidates are responsible for ensuring that transcript and letters of reference are received by the Department. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

TRINITY WESTERN UNIVERSITY — English. Subject to budgetary approval, Trinity Western University invites applications for a tenure-track position as assistant professor of English to begin August 15, 1996. Candidates should hold a completed PhD. The area of specialization is negotiable, but competence in eighteenth century literature, and the eighteenth and nineteenth century novel, is desirable. Trinity Western University is a Christian liberal arts university affiliated with the Evangelical Free Church of Canada. C.V.'s and letters of reference should be addressed to Dr. Phillip Wiebe, Assistant Dean, Trinity Western University, 7600 Glover Road, Langley, BC V3A 6H4 (604)888-7511. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens or permanent residents. Trinity Western University does not discriminate on the basis of gender or ethnic identity.

UNIVERSITY OF OTTAWA — The Department of English of the University of Ottawa announces the opening of two full-time, tenure track positions at the Assistant Professor level, starting July 1st 1996. Areas of interest: Postcolonial, Old English, and Canadian. Qualifications include a completed PhD and demonstrated strength in teaching and publication. Salary is commensurate with qualifications and experience, and in keeping with the University's Collective Agreement. The University of Ottawa is committed to an employment equity programme and strongly encourages applications from women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send curriculum vitae and have three letters of reference forwarded before November 15th 1995 to: Dr. Camille La Bossière, Chair, Department of English, University of Ottawa, Ottawa, Ontario, Canada K1N 6N5.

WILFRID LAURIER UNIVERSITY — The Department of English, Wilfrid Laurier University, invites applications for a tenure-track position at the Assistant Professor level. The Department is interested in candidates with expertise in one or more of the following areas: Cultural Studies; Gender Theory; Genre Theory; Twentieth-Century Studies (especially Ethnic or Minority Literatures). Assignments will include the teaching and development of courses in the Department's Honours and General programs, as well as courses in the Graduate program, the focus of which is Literary Studies in Gender and Genre. PhD required; publications and teaching experience preferred. Appointment effective 1 July 1996. Closing date of applications: November 15, 1995. Applicants should send their curriculum vitae, including teaching dossier, and arrange for the forwarding of three letters of reference, to: Dr. Paul Tiessen, Chair, Department of English, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Wilfrid Laurier University encourages applications from qualified women, aboriginal peoples, visible minorities, and persons with disabilities.

THE UNIVERSITY OF WESTERN ONTARIO — The Department of English, University of Western Ontario, invites applications for a tenure-track position at the rank of Assistant Professor from 1 July 1996. Salary will be appropriate to qualifications and experience. We are particularly interested in candidates with a demonstrated expertise and interest in Early or Nineteenth-Century American Literature. Expertise in feminist and/or cultural theory would be an asset. The completed PhD or equivalent, as well as promise and some experience in teaching and research are minimum qualifications; some published work would be advantageous. Position is subject to budget approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the work place, and encourages applications from all qualified individuals, including women, members of visible minorities, aboriginal persons, and persons with disabilities. Send application, dossier or curriculum vitae (including transcripts), and three letters of reference to: Paul Gaudet, Chair, Department of English, The University of Western Ontario, London, Ontario N6A 3K7; Fax: (519) 661-3776. Applications must be received by November 3, 1995.

THE UNIVERSITY OF WESTERN ONTARIO — The Department of English, University of Western Ontario, invites applications for a tenure-track position at the rank of Assistant Professor from 1 July 1996. Salary will be appropriate to qualifications and experience. We are particularly interested in candidates with a demonstrated expertise and interest in Post-Colonial Literature & Theory. Expertise in feminist and/or cultural theory would be an asset. The completed PhD or equivalent, as well as promise and some experience in teaching and research are minimum qualifications; some published work would be advantageous. Position is subject to budget approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the work place, and encourages applications from all qualified individuals, including women, members of visible minorities, aboriginal persons, and persons with disabilities. Send application, dossier or curriculum vitae (including transcripts), and three letters of reference to: Paul Gaudet, Chair, Department of English, The University of Western Ontario, London, Ontario N6A 3K7; Fax: (519) 661-3776. Applications must be received by November 3, 1995.

UNIVERSITY OF TORONTO — Department of English. Applications are invited for a tenure-stream position, Assistant Professor, Department of English, University of Toronto. Qualifications: PhD in English with major specialization in 19th- or 20th-century American literature. A sub-field in Native North American literature is desirable. Applications are welcomed from candidates qualified to teach, supervise theses, and carry out research in American literature. Duties consist of research and undergraduate teaching (eventually graduate teaching). Applicants must demonstrate clear strength in both. Salary commensurate with experience and qualifications (current base salary, Assist. Prof. $38,200). Send applications and c.v. to Prof. T.H. Adamowski, Department of English, 7 King's College Circle, University of Toronto, Toronto, ON, M5S 1A1. Have 3 letters of reference (for dossier) sent directly to the Department as soon as possible. Include one writing-sample of not more than 25 pages. Appointment commences 1 July 1996. Applications arriving after 13 October may be too late. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Toronto encourages applications from qualified men and women, aboriginal people, members of visible minorities, and persons with disabilities.

UNIVERSITY OF BRITISH COLUMBIA — Department of English. Applications are invited for a tenure-track Assistant Professorship to commence on 1 July 1996 (subject to final budget review). Candidates should have expertise in critical theory/cultural studies, and in one of the following: British, American, Canadian, or Commonwealth/Postcolonial studies, since 1700. The requirements are a completed PhD, a demonstrable commitment to scholarship, and some teaching experience at the post-secondary level. Salary will be commensurate with qualifications and experience. Applicants should send a current c.v. and writing sample, and arrange for three letters of reference to be forwarded to Dr. Herbert Rosengarten, Head, Department of English, University of British Columbia, 397-1873 East Mall, Vancouver, B.C. V6T 1Z1. Applications must be received by 31 October 1995. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities.

EXTENSION

UNIVERSITY OF SASKATCHEWAN — Extension Division. Applications are invited for a tenure-track position with the Extension Division at the University of Saskatchewan. The successful candidate will be responsible for Indigenous Peoples Programs including: the development and delivery of educational programs that help Indigenous Peoples gain access to the University and promote an understanding of the cultures of Indigenous Peoples; and collaboration and liaison with other agencies and organizations working with or representing Indigenous Peoples. Applicants are required

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Brescia College

ACADEMIC DEAN

Brescia College invites applications and nominations for the position of Academic Dean.

Brescia is a Catholic college for women, affiliated with The University of Western Ontario in London, Ontario. The college has about 850 students in Arts, Social Sciences and Home Economics. Brescia is proud of its Catholic tradition and its commitment to prepare women for the challenges of the future through education. The college community welcomes faculty, staff and students of diverse religious, racial and ethnic backgrounds.

The Dean will report to the Principal and will work closely with the Registrar. The responsibilities of the Dean will include such duties as the supervision and development of courses and programs and dealing with student and faculty academic concerns. The Dean will maintain close academic ties with UWO and the other affiliated colleges.

The successful candidate will have a record of excellence in leadership, teaching and research, as well as experience in administration. Some teaching in one of the disciplines offered at the college will be part of this appointment. Salary will be commensurate with qualifications and experience.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brescia College is committed to employment equity and invites applications from all qualified candidates.

Applications and nominations, together with a curriculum vitae and the names and addresses of three references, should be forwarded to:

Sister Dolores Kuntz, Principal
Brescia College
1285 Western Road
London, ON
N6G 1H2

Consideration of applications will begin after **November 15, 1995.** The position will commence on July 1, 1996. The normal term of first appointment will be 5 years.

UNIVERSITY OF SASKATCHEWAN

Invites applications and nominations for the position of

DEAN OF COMMERCE

The University of Saskatchewan offers an outstanding opportunity to candidates committed to the development and direction of a College of Commerce dedicated to excellence in teaching, scholarship, and community service. The Dean is responsible to the Vice-President (Academic) for the leadership and administration of the academic programs, budgets, and activities of the College.

The College of Commerce consists of four departments and offers general and honors undergraduate programs leading to the degree of Bachelor of Commerce. Graduate programs are offered leading to the degrees of Master of Business Administration and Master of Science. The College also offers non-degree programs in Business Administration, Hospital and Health Care Administration, and Labor Studies as well as two executive programs for managers and business executives. Enrollment in the four year Bachelor of Commerce program for 1994-95 was about 1500 full and part-time students; approximately 160 graduate students were enrolled in full and part-time study. The College has recently received a substantial gift from a major provincial industry and will establish an endowed chair as well as develop plans for a major expansion of its capital facilities. The University has approximately 19,000 students registered in 13 colleges.

The Dean will provide dynamic leadership within the College and will be an established scholar with proven administrative ability. The Dean will normally hold an academic appointment as a professor. The Dean will also be involved in the University's general academic leadership, and will foster good working relationships with professional and business organizations within the community. The appointment, effective July 1, 1996, will be for a term of five years in the first instance.

Nominations and applications with complete resumes will be accepted until **October 15, 1995**and should be submitted to:

Dr. Patrick J. Browne, Vice-President (Academic)
University of Saskatchewan
216 Administration Building, 105 Administration Place
SASKATOON, SK S7N 5A2

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

The University of Saskatchewan is committed to the principles of Employment Equity and invites applications from all qualified candidates. Women, people of Aboriginal descent, members of visible minorities, and people with disabilities are invited to identify themselves as members of these designated groups on their application.

LANSDOWNE CHAIR IN CONTEMPORARY THEORIES OF TEACHING/LEARNING

UNIVERSITY OF VICTORIA · Faculty of Education

The Faculty of Education at the University of Victoria is seeking a distinguished scholar and teacher with expertise in applied epistemic research into cognition, the construction of understanding, and the application of information technologies and instruction in education. Candidates should be actively engaged in research in the above areas as they apply to curricular and classroom practice. This position is designed to fill a Lansdowne Chair tenable in the Department of Social and Natural Sciences with adjunct membership in one or more of the other four academic units within the Faculty of Education.

Candidates must have an established reputation as a scholar and researcher, with demonstrated skills in obtaining and managing research grants. Duties will involve continuation of scholarly research, consultation and collaboration with colleagues on research projects, and teaching. Applications must be received by **December 15, 1995**. Applications will be processed and short-listed candidates will be interviewed in early 1996. Anticipated starting date is July 1, 1996.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment until a Canadian search is completed and no appointment made.

Further information about this position can be obtained from:
Dr. Beverly Timmons, Dean
Faculty of Education, University of Victoria
P.O. Box 3010, Victoria, BC V8W 3N4
Phone: 604-721-7757; email: btimmons@postoffice.uvic.ca

The University of Victoria is an employment equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal persons.

UVIC UNIVERSITY OF VICTORIA

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to have a minimum of a Baccalaureate Degree and preferably a Master's Degree in either Adult Education with course work in Native Studies or in Native Studies with course work in Adult Education. Preference will be given to Indigenous candidates who have extensive experience and demonstrated ability in developing and implementing education programs. Salary is commensurate with qualifications and experience. The deadline for applications is September 30, 1995, and the successful candidate will be appointed at a mutually agreeable date not earlier than January 1, 1996. Applications, accompanied by a curriculum vitae and the names and addresses of three referees, should be sent to Dr G Thompson, Dean, Extension Division, University of Saskatchewan, Saskatoon, SK S7N 5C8. The University of Saskatchewan is committed to the principles of employment equity and welcomes applications from all qualified candidates including aboriginal peoples, persons with disabilities, visible minorities, and women. Applicants are invited to self-identify if they belong to one or more of the above designated groups. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

FOREST RESOURCES MANAGEMENT

UNIVERSITY OF BRITISH COLUMBIA — Department of Forest Resources Management. Position in Forest Engineering Hydrology. Applications are invited for a tenure track position in the Department of Forest Resources Management at the Assistant level in the field of Forest Engineering Hydrology. The successful candidate will be expected to be active in undergraduate and graduate teaching, research and continuing professional development with industry and government. The successful candidate will undertake research and teaching in applications of engineering hydrology to forest operations, with emphasis on one or more of the following areas: forest road drainage systems, hydrologic response to harvesting, streamflow estimation for design of culverts and bridges, soil erosion. She or he will work closely with the Forest Engineering Institute of Canada, which is located on the university campus. Qualifications should include a PhD in forest hydrology or a closely related field, with at least one degree in a related field of engineering. The successful candidate is expected to have or seek professional registration with the Association of Professional Engineers and Geoscientists of British Columbia and/or the Association of British Columbia Professional Foresters. Relevant government or industrial experience would be an asset. Salary is commensurate with experience. The position is subject to final budgetary approval. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities. Appointment may be considered at a higher rank for a woman with exceptional qualifications. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. The closing date for applications is October 31, 1995. Letters of application, curriculum vitae, and the names, addresses and phone numbers of three referees should be sent to: Dr. Gordon Baskerville, Head, Dept of Forest Resources Management, University of British Columbia, 270, 2357 Main Mall, Vancouver, BC V6T 1Z4

GEOGRAPHY

UNIVERSITY OF VICTORIA — Department of Geography. Applications are invited for a tenure-track Assistant or Associate Professor position, effective July, 1996. PhD required. The successful candidate will contribute significantly to an active department in two of its four major teaching and research areas: environment and resource studies; physical geography; social, cultural and urban geography; GIS, remote sensing and quantitative methods. Further information on the department can be obtained through World Wide Web, URL — http://geography.uvic.ca/dept/homepage.html. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. However, if suitable Canadian applicants cannot be found, other individuals will be considered. The University of Victoria is committed to an employment equity programme. Therefore, this advertisement is directed in the first instance to women, aboriginal people, persons with disabilities, and visible minorities. Preference will be given to women candidates. Applications, including curriculum vitae and names of at least three referees should be sent to: Michael C.R. Edgell, Chair, Department of Geography, University of Victoria, Box 3050, Victoria, British Columbia, Canada, V8W 3P5 Phone: (604) 721-7325, Fax: (604) 721-6216 e-mail edgell@uvvm.uvic.ca Application closing date: November 30, 1995.

GEOLOGY

UNIVERSITY OF NEW BRUNSWICK — Earth Science GIS. Applications are invited for a tenure track position at the Assistant Professor level in Earth Science GIS and Remote Sensing beginning July 1, 1996, subject to budgetary approval. A knowledge of CARIS and/or PCI softwares will be advantageous. The successful applicant will be required to teach an existing course in computer based geological mapping to develop a new earth science GIS and Remote Sensing course(s) at the undergraduate/graduate level and will also be required to teach an additional course in the Earth Sciences. The Department has a well equipped externally funded research and development laboratory with CARIS and PCI software SUN workstations, PC's and ancillary equipment. The GIS laboratory is actively involved in developing GIS software applications in CARIS specifically for Earth Science use. The Department also has a student laboratory with ten PC's available for teaching. Please send applications, including curriculum vitae, publication list, statement of research plans, and arrange for three letters of recommendation to be sent directly, by November 15, 1995 to: Dr. Paul Williams, Chair, Search Committee, Department of Geology, University of New Brunswick, P.O Box 4400, Fredericton, NB E3B 5A3. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

GERMAN

UNIVERSITY OF NEW BRUNSWICK — Applications are invited for a probationary tenure-track position in German which is expected to commence July 1, 1996. The appointment is subject to budgetary approval and will be at the assistant professor level. A completed PhD, native or near-native fluency, and demonstrated research potential are required. Experience in and commitment to teaching are essential. The Department offers undergraduate and graduate (MA) courses in German language, literature, linguistics, and translation. The Department is also responsible for publishing The International Fiction Review. The candidate will be responsible for teaching language courses at all levels, and literature courses in general. Expertise and interest in teaching translation theory and practice, linguistics, and comparative literature would be an asset. A curriculum vitae, copies of publications, and the names of three referees should be sent to Chair, Department of German and Russian, University of New Brunswick, P.O. Box 4400, Fredericton, NB, E3B 5A3, Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications must be received by January 15, 1996. The University of New Brunswick is committed to the principle of employment equity.

UNIVERSITY OF WATERLOO - German. Applications are being accepted for the position of a full-time tenure track appointment at the rank of Assistant Professor. The appointment will begin January 1, 1996 (subject to budget approval). The successful candidate must have a PhD by the time of appointment, strong research interest and potential, and interest in undergraduate and graduate language and literature teaching. Applicants will be expected to be familiar with current approaches to literary theory and to incorporate them into their teaching. They should be specialists in contemporary literature and/or 19th century literature. The 1994-95 salary floor for Assistant Professors is $38,932. Closing date for applications is Sept. 30/95. This appointment is subject to the availability of funds. Send resumes to: Dr. Manfred Kuxdorf, Acting Chair, Dept. of Germanic and Slavic Languages and Literatures, University of Waterloo, Waterloo, Ontario N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities

GRADUATE STUDIES

THE UNIVERSITY OF WESTERN ONTARIO — Dean of Graduate Studies. Applications and nominations are invited for the position of Dean, Faculty of Graduate Studies, The University of Western Ontario. The appointment, to be effective July 1, 1996, is for a period of seven years, renewable. Candidates should have an established reputation as an academic researcher and graduate teacher and should have the necessary administrative and inter-personal skills to provide leadership for the continuing development of the graduate programs in the University. The University of Western Ontario has a total enrolment of approximately 23,000 full-time equivalent students. The University is located in the City of London, which has a population of 300,000 and is approximately 180 km south-west of Toronto. The Faculty of Graduate Studies is responsible for the operation of 95 masters and doctoral programs in which there are enrolled 2,135 full-time and 509 part-time students. Nominations and applications should be submitted by October 1, 1995 to: Professor G. Moran, Provost & Vice-President (Academic), Room 107, Stevenson-Lawson Building, The University of Western Ontario, London, Ontario N6A 5B8. Applications should include a curriculum vitae and the names of at least three referees. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

HISTORY

QUEEN'S UNIVERSITY — Department of History. Applications are invited for a tenure-track position at the rank of assistant professor in American history before 1877. The Department is especially interested in candidates who employ gender as an analytical category; however, scholars who employ other methods will receive full consideration. The appointment is to begin July 1, 1996. Applicants with a PhD are preferred. Salary will reflect qualifications and experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity programme, welcomes diversity in the workplace, and encourages applications from all qualified candidates, including women, Aboriginal peoples, people with disabilities, and visible minorities. Applications should be accompanied by a curriculum vitae and each applicant should ensure that at least three letters of reference are sent to Professor Robert Malcolmson, Chair, Department of History, Queen's University, Kingston, Ontario, Canada K7L 3N6. The closing date for completed applications is October 2, 1995.

WILFRID LAURIER UNIVERSITY — The Department of History of Wilfrid Laurier University invites applications for a tenure-track position at the rank of Assistant Professor in 20th Century U.S. History effective July 1, 1996. The department is particularly interested in candidates who can combine U.S. political history with Latin American history, but applications are invited from those with other research interests in 20th Century U.S. foreign policy. Applicants should hold a PhD and show promise of excellence in teaching and research. Teaching experience would be an asset. A letter of application, curriculum vitae, and letters from at least three referees should be sent to: Chair, Department of History, Wilfrid Laurier University, Waterloo, Ontario, Canada, N2L 3C5. The deadline for applications is December 11, 1995. Wilfrid Laurier University encourages applications from qualified women or men, members of visible minorities, aboriginal people, and the disabled.

THE UNIVERSITY OF CALGARY — Russian/East European History. The University of Calgary invites applications for Assistant Professor (tenure track) at the entry level in Russian/East European History effective July 1, 1996. The position, to be based in the Department of History, will be a joint appointment, 2/3 in the Faculty of Social Sciences and 1/3 in the Faculty of General Studies. Qualifications: PhD in History plus publications; a strong teaching record; experience or interest in interdisciplinary research and instruction. The position is open to any area of specialization with preference given to candidates working in the late nineteenth and early twentieth centuries. Salary will be commensurate with qualifications. In accordance with Canada immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary is committed to Employment Equity. Please send applications, with curriculum vitae and three letters of recommendation by December 15, 1995 to: Dr. S.J. Randall, Dean, Faculty of Social Sciences, The University of Calgary, 2500 University Dr. N.W., Calgary, Alberta, Canada T2N 1N4

HISTORY & CLASSICS

UNIVERSITY OF ALBERTA — The Department of History and Classics, University of Alberta, invites applications for a tenure-stream appointment at the junior Assistant Professor level in the area of Latin Literature, preferably in Latin poetry; ability to teach in other areas such as mythology and cultural studies would be an asset. Familiarity with computer applications in language instruction will be highly desirable. Demonstrated excellence in teaching and research is expected; a PhD is required prior to receipt of a contract. The appointment will commence 1 July 1996, conditional on funds being made available. The current salary floor for an Assistant Professor is $39,230. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. A letter of application, a curriculum vitae, and university transcripts are required. In addition, three referees should be asked to send confidential letters of appraisal to Ms. Louise Jenkins, Secretary to the Hiring Committee, Department of History and Classics, University of Alberta, T6G 2N4. Closing date: 30 October 1995. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

KINESIOLOGY

THE UNIVERSITY OF WESTERN ONTARIO — Dean, Faculty of Kinesiology. Applications and nominations are invited for the position of Dean, Faculty of Kinesiology, The University of Western Ontario. The appointment, to be effective 1 July 1996, is for a period of seven years, renewable. A candidate should have an established reputation as an academic researcher and teacher and should have the necessary inter-personal skills and administrative experience to provide leadership for the continuing development of the academic programs and research within the Faculty. The University of Western Ontario has a total enrolment of approximately 26,000 full-time equivalent students. The University is located in the City of London, which has a population of 315,000 and is approximately 180 km south-west of Toronto, Ontario. The Faculty of Kinesiology has over 40 full-time faculty members in four different programs and three research centres. The undergraduate program has nearly 1,000 full-time students. The Faculty is very active in research and graduate teaching with over 50 full-time equivalent graduate students. Nominations and applications should be submitted by 1 December 1995 to Professor G. Moran, Provost & Vice-President (Academic), Room 107, Stevenson-Lawson Building, The University of Western Ontario, London, Ontario N6A 5B8. Applications should include a curriculum vitae and the names of at least three referees. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

LANGUAGE EDUCATION

THE UNIVERSITY OF BRITISH COLUMBIA — Faculty of Education. The Department of Language Education at the University of British Columbia invites applications for a full-time, tenure track academic appointment in Teacher Librarianship, at the Associate or Assistant Professor level. The Department houses the areas of English Education, Teacher Librarianship, Reading Education, and Modern Language Education, and offers programs leading to Ed D, PhD, M.A. and M.Ed. degrees, the Diploma in Education, and the B.Ed degree. Applicants should have a doctoral degree for be in the final stages of a dissertation), show evidence of research competence and interests, and have relevant school teaching experience, as well as background in technologies in information retrieval, resource-based instruction, cooperative teaching strategies, curriculum implementation, multimedia resources, and be able to develop programs for diploma and graduate students. Duties may include teaching courses at both the undergraduate and graduate levels, supervision of student teachers, and participation in scholarly activity and publication. Salary will depend upon rank, qualifications and experience. The appointment will become effective July 01, 1996 or a date agreed upon by the University and the successful applicant, and is subject to final budgetary approval. Appointment may be considered at a higher rank for a woman with exceptional qualifications. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. The closing date for applications is October 31, 1995. Letters of application, curriculum vitae, the names, addresses and phone/fax numbers of three referees, together with a statement of research interests and one recently published article (if available) should be sent to: Dr. Victor Froese, Head, Department of Language Education, Faculty of Education, University of British Columbia, 2616 - 2125 Main Mall, Vancouver, BC V6T 1Z4; Telephone: (604) 822-5235/Fax (604) 822-3154/e-mail: victor.froese@mtsg.ubc.ca

LANGUES & LINGUISTIQUE

UNIVERSITÉ LAVAL — Le Departement de langues et linguistique de la Faculté des lettres de l'Université Laval ouvre un concours pour un poste de professeur ou de professeure en didactique de l'anglais langue seconde ou étrangère. Le poste devra être pourvu le 1er janvier 1996. Poste à temps complet. Conditions d'engagement et traitement selon la convention collective en vigueur entre l'Université Laval et le Syndicat des professeurs de l'Université Laval. Description du poste: Enseignement en anglais dans les programmes de didactique de l'anglais langue seconde ou étrangère et de langue et linguistique anglaises, notamment de cours de didactique de l'anglais au primaire, au secondaire et aux adultes. Recherche dans le domaine et encadrement d'étudiantes et d'étudiants de 2e et 3e cycles. Qualifications générales: Doctorat dans un domaine pertinent avec spécialisation en didactique de l'anglais langue seconde ou étrangère. Une formation en mesure et évaluation ou en acquisition d'une langue seconde ou étrangère serait un atout. Expérience de l'enseignement de l'anglais langue seconde ou étrangère au primaire ou au secondaire et expérience de l'enseignement en milieu universitaire. Recherche et publications dans le domaine. Aptitude au travail en équipe. Connaissance de l'anglais de niveau langue maternelle et excellente connaissance du français. Les candidatures seront traitées dans la plus stricte confidentialité et devront être reçues au plus tard le 30 septembre 1995. Les personnes intéressées devront faire parvenir un curriculum vitae complet et à jour, un exemplaire des principales publications, ainsi que le nom et l'adresse de trois répondants, répondantes et, le cas échéant, la liste des employeurs, à l'adresse suivante: Monsieur le directeur, Département de langues et linguistique, Faculté des lettres, Université Laval, Sainte-Foy (Québec) Canada G1K 7P4 N.B. En accord avec les exigences du ministère de l'immigration du Canada, cette offre est destinée en priorité aux citoyennes et citoyens canadiens et aux résidentes et résidents permanents du Canada. En vertu de son Programme d'accès à l'égalité, l'Université entend consacrer la moitié de ses postes vacants à l'engagement de femmes.

LAW

THE UNIVERSITY OF WESTERN ONTARIO — Dean, Faculty of Law. Applications and nominations are invited for the position of Dean, Faculty of Law, The University of Western Ontario. The appointment, to be effective 1 July 1996, is for a period of seven years, renewable. A candidate should have an established reputation as an academic researcher and teacher and should have the necessary inter-personal skills and administrative experience to provide leadership for the ongoing development of the programs of the Faculty. The University of Western Ontario has a total enrolment of approximately 26,000 full-time equivalent students. The University is located in the City of London, which

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UNIVERSITÉ YORK UNIVERSITY

Toronto, Canada

Dean, Faculty of Environmental Studies

— Applications and nominations are invited for the position of Deon of the Faculty of Environmentol Studies of York University

Established in 1968, the Faculty of Environmental Studies has become one of North America's leading centres for interdisciplinary research, teaching, and community action in a wide range of environmental areas. The Faculty adopts a broad definition of environment, encompassing organizational and social environments, as well as built and natural environments.

The Faculty has 35 full-time faculty members and offers two graduate programs, with 350 students in the Masters (MES) program, 25 students in the Doctoral (PhD) program, and an undergraduate Bachelor in Environmental Studies (BES) program with 450 students. Joint programs, such as the MES/LLB (with the Faculty of Law) and the BES/BEd (with the Faculty of Education), are also available. The Faculty is committed to academic and professional support for women, native peoples, visible minorities, and the disabled.

Candidates for Dean should have demonstrated appropriate academic qualifications, academic leadership, participatory management capabilities, and a commitment to interdisciplinary environmental research and education. The Dean must effectively represent the Faculty within the University and with its external constituencies, and promote collaboration within the Faculty and with other academic units. The appointment is for five years, beginning July 1, 1996.

— Applications and nominations should be submitted by October 27, 1995 to:

The Secretary of the Search Committee for the
Dean of Environmental Studies
S949 Ross Building,
York University,
4700 Keele Street,
North York (Toronto), Ontario, Canada M3J 1P3

York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Conadion immigration requirements, this advertisement is directed to Canadian citizens ond permanent residents.

UNIVERSITY OF SASKATCHEWAN

Invites applications and nominations for the position of

DEAN OF PHYSICAL EDUCATION

The University of Saskatchewan has a student population of approximately 19,000 in 13 colleges. The College of Physical Education is one of seven health science colleges on the campus. The college has 20 full-time faculty with responsibility for 380 undergraduate and 25 graduate students studying for the B.S.P.E., M.Sc., and Ph.D. degrees. There is also a combined B.S.P.E./B.Ed. program. There are 3 undergraduate program areas: Exercise and Sport Studies, Physical Education Studies, and Leisure and Sport Management Studies. The graduate areas of specialization are Behavioral and Functional. The College is also responsibile for University Athletics (11 teams with 300+ athletes), Campus Recreation (6,000+ participants), and Ancillary Physical Activity Programs.

The successful candidate will be an established scholar with proven administrative ability. The Dean will have demonstrated a dedication to excellence in research and teaching and will possess the necessary administrative and management skills to provide dynamic leadership within the College. He or she will also be involved in the University's general academic leadership. The Dean will hold an academic appointment as a professor. Salary will be commensurate with qualifications and experience.

The appointment, effective July 1, 1996, will be for a term of five years in the first instance. Nominations and applications with complete resumes will be accepted until **October 15, 1995** and should be submitted to:

Dr. Patrick J. Browne, Vice-President (Academic)
University of Saskatchewan
216 Administration Building, 105 Administration Place
SASKATOON, SK S7N 5A2

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

The University of Saskatchewan is committed to the principles of Employment Equity and welcomes applications from all qualified candidates. Women, people of Aboriginal descent, members of visible minorities, and people with disabilities are invited to identify themselves as members of these designated groups on their application.

has a population of 315,000 and is approximately 180 km south-west of Toronto, Ontario. The Faculty of Law has 30 full-time faculty, 28 part-time faculty and 15 full-time support staff. Enrolment in the LL.B program is approximately 450 students. The Faculty is committed to excellence in research and teaching. Nominations and applications should be submitted by 1 December 1995 to Professor G. Moran, Provost & Vice-President (Academic), Room 107, Stevenson-Lawson Building, The University of Western Ontario, London, Ontario N6A 5B8. Applications should include a curriculum vitae and the names of at least three referees. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

LIBRARY

THE UNIVERSITY OF MANITOBA LIBRARIES invites applications for the position of Reference Librarian, E.K. Williams Law Library. Reporting to the Law Librarian, the incumbent will be responsible for coordinating the public service functions for the library and will supervise a Library Assistant II reference assistant and part-time staff. Public service includes online computer searching, interlibrary loans and document delivery, the LAWDOC external fee-for-service operation and coordinating instructional programs for faculty and students. The incumbent will also be responsible for collection development and with assistance in the supervision and development of the Robson Hall LAN and computer classroom. The incumbent may be asked to teach one section of "Legal Methods," a first-year course in the Faculty of Law. Qualifications: A degree from an ALA-accredited library program and an LLB degree are required. At least two years professional experience in a law library is desired. The applicant should have a sound knowledge of PC-based microcomputers and software; knowledge and experience of LAN applications is desired; experience with online searching, particularly of QUICKLAW, is desired. Strong interpersonal, oral and written communication skills are essential. Teaching and bibliographic instruction skills are essential. Personal qualities of initiative and resourcefulness, the ability to work with staff, users and faculty in a cooperative environment. The candidates are expected to participate in professional development and relevant professional activities. Effective date: January 1, 1996. Ranks and Salary Ranges: General Librarian: $27,448-$43,410. This position has a two-year probationary period. Librarians enjoy academic status with possibility of promotion. The filling of this position is subject to final budgetary approval. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people and persons with disabilities. The University provides a smoke-free environment, save for specially designated areas. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Submit application, including resume, salary expectations and the names of three references, by October 15, 1995, to: Carolynne Presser, Director of Libraries, The University of Manitoba Libraries, Winnipeg, MB R3T 2N2.

LIBRARY & INFORMATION SCIENCE

THE UNIVERSITY OF WESTERN ONTARIO — Dean, Graduate School of Library and Information Science. Applications and nominations are invited for the position of Dean, Graduate School of Library and Information Science, The University of Western Ontario. The appointment, to be effective 1 July 1996, is for a period of seven years, renewable. Candidates should have an established reputation as an academic researcher and teacher and should have the necessary administrative and inter-personal skills to provide leadership for the continuing development of academic programs and research within the School. The University of Western Ontario has a total enrolment of approximately 26,000 full-time equivalent students in graduate, undergraduate and professional programs. The Graduate School of Library and Information Science offers both MLIS (Master of Library and Information Science) and PhD degrees. The Master's program operates on a 12-month schedule, delivering three 14-week terms per calendar year. The School has 16 full-time faculty members, about 170 Master's students and 17 PhD students. Nominations and applications should be submitted by 1 December 1995 to Professor G. Moran, Provost & Vice-President (Academic), Room 107, Stevenson-Lawson Building, The University of Western Ontario, London, Ontario N6A 5B8. Applications should include a curriculum vitae and the names of at least three referees. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

MARKETING

THE UNIVERSITY OF ALBERTA, Department of Marketing and Economic Analysis, invites applications for a full-time tenure track faculty position at the rank of Assistant Professor in Marketing for Fall 1996. Availability of position is subject to funding. Applicants for the position should have strong theoretical and methodological skills and be able to show how applying them to substantive managerial issues can advance marketing knowledge. The Department has marketing programs at the undergraduate, MBA, PhD, and executive levels, and is home to research institutes in International Business, Retailing and Services and Cultural Industries. Successful candidates must demonstrate effective communication and teaching skills, be committed to significant research programs, and have a PhD in marketing or a closely cognate field in hand or near completion. The salary range for Assistant Professors at the University of Alberta is $39,230 - $55,526; professional faculties are able to offer competitive salaries made possible through market supplements. Research support is also available. Appointments are normally effective July 1st. Competition closes September 30, 1995. For further information, contact Professor Adam Finn, Chair of the Search Committee, Faculty of Business, University of Alberta, Edmonton, Alberta T6G 2R6, Canada. Telephone (403) 492-5369. Fax (403) 492-3325. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

CONCORDIA UNIVERSITY — The Department of Marketing invites applications for a full-time tenure track position at the Assistant Professor level. Candidates should have a PhD in Marketing or be near completion. Effective teaching and strong research commitment is essential. Applicants should have a primary interest in research and teaching in some of the following areas: Strategic Marketing, Sales Management and Business to Business Marketing. Faculty of Commerce and Administration offers B. Comm., MBA, EMBA, M.Sc. and PhD degrees. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. All things being equal, women candidates shall be given priority. In accordance with Canadian immigration and employment requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Please apply in writing to Dr. Z. Gidengil, Chair, Department of Marketing, Faculty of Commerce and Administration, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, Canada, H3G 1M8. Tel: (514) 848-2951 or Fax (514) 848-4554.

THE UNIVERSITY OF WESTERN ONTARIO — Marketing. Western Business School is Canada's premier business school, recognized world-wide for the quality of its management education. The School's major activities include: a highly regarded MBA program, a small and selective undergraduate program, a well-established doctoral program active in all major areas of management; as well as an expanding portfolio of programs for managers, including an Executive MBA program and a newly-established Executive MBA delivered via videoconferencing. The School is internationally oriented in terms of curricula, faculty, student exchanges, and an editorial base for the Journal of International Business Strategy. The case method is used extensively. However, different methods and pedagogical innovation are encouraged. Excellence in teaching and course development is highly valued. The School supports faculty research dealing with issues of interest and relevance to practising managers leading to publication in top quality academic and managerial journals. Our faculty is collegial and engages in interdisciplinary investigation as well as independent inquiry. We are located in London, Ontario, a community of 310,000 equidistant from Toronto and Detroit. Our Executive MBA facility is situated in Mississauga, just outside Toronto. Road, air and train links to major Canadian and U.S. cities are excellent. The School is part of a larger University community with the equivalent of 26,000 full-time students. One and perhaps two probationary tenure track positions in Marketing are available to begin in September 1996 or January 1997. Although we are open in terms of teaching interests, a strong commitment to the practise of management is required. The positions are suitable for recent doctoral graduates, but we also encourage early career candidates to apply, in confidence. All positions are subject to budget approval. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from qualified individuals including women, members of visible minorities, aboriginal persons and persons with disabilities. Applicants should send their Curriculum Vitae to Professor Don Barclay, Western Business School, The University of Western Ontario, London, Canada N6A 3K7. Phone: 519-661-3296; Fax: 519-661-3959; e-mail: dbarclay@novell.business.uwo.ca.

SAINT MARY'S UNIVERSITY — Department of Marketing. Saint Mary's University invites applications for a tenure-track position, to commence September 1996. Specializations in marketing strategy and international marketing would be particularly desirable. A PhD is required for appointment at the Assistant level. Salary is commensurate with qualifications and experience. In accordance with Canadian immigration requirements, priority consideration will be given to Canadian citizens and permanent residents. Saint Mary's University encourager applications from qualified women, blacks, aboriginal people, persons with disabilities, and other minority groups. Applications, curriculum vitae, university transcripts and three letters of reference should be forwarded to: Dr Linda Van Esch, Chair, Department of Marketing, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. (Dr. Van Esch's email address is: lvanesch@hub.ykt.stmarys.ca.) The deadline for applications is December 15, 1995.

QUEEN'S UNIVERSITY, School of Business invites applications for a position in Marketing. The candidate must have a PhD degree or be near completion of studies toward one. This appointment could be at the Assistant, Associate or Full Professor level (subject to budget approval). Depending upon qualifications, the individual may also be designated the Nabisco Brands Ltd. Professor of Marketing. The School of Business is committed to excellence in both research and teaching. Normally, faculty members are expected to be involved in the undergraduate, master's and PhD programs. The opportunity also exists to participate in our executive programs. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Queen's University has an employment equity program, welcomes diversity in the workplace and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities, and visible minorities. In all cases, salary will be commensurate with qualifications and experience. The effective date for the appointment is July 1, 1996. Applications will be accepted until the position is filled and should be submitted, including the names of three referees, to Alan J. Richardson, Associate Dean, School of Business, Queen's University, Kingston, Ontario K7L 3N6 (Fax: (613)545-2013).

MATHEMATICAL SCIENCES

UNIVERSITY OF ALBERTA — The Department of Mathematical Sciences invite the University of Alberta invites outstanding applicants for a tenure-track Assistant Professorship position in statistics or applied probability beginning July 1, 1996. A PhD degree is required. We are looking for an individual with very strong proven ability or exceptional demonstrated potential for research; excellent communication skills for teaching and consultation; and, enthusiasm and leadership potential for our Statistics Centre and Industrial Internship Programs, our mechanisms for consulting and placing students with the academic, public and private sectors. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Candidates should send a curriculum vitae, including a list of publications, and arrange for at least three letters of reference to be sent to: S.O. Riemenschneider, Chair, Department of Mathematical Sciences, University of Alberta, Edmonton, Alberta T6G 2G1 Canada. Salary range for Assistant Professor: $39,230 - $55,526. Closing date for applications is January 15, 1996. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

MATHEMATICS

ST.THOMAS UNIVERSITY — Mathematics/ Interdisciplinary Studies. St. Thomas University invites applications for a tenure-track position in mathematics/interdisciplinary studies, for the 1996-1997 academic year, at the rank of assistant professor. St. Thomas University is a small, undergraduate, liberal arts university where excellence in undergraduate teaching is an institutional priority. The successful candidate will teach first-year university level courses in mathematics, and interdisciplinary courses appropriate to liberal arts curriculum centering on such areas as the nature and philosophy of mathematics, environmental issues, and the study of science, technology and society (STS). The successful candidate will be expected to provide institutional leadership in the development of a programme integrating mathematics and sciences into the liberal arts curriculum at St. Thomas University. A Master's degree in mathematics and a PhD, either in mathematics or another discipline relevant to the teaching areas identified above, are required. Each applicant is asked to submit a curriculum vitae, evidence of teaching effectiveness in mathematics and interdisciplinary courses as mentioned above (teaching portfolio preferred), a statement of 1000 words describing an interdisciplinary mathematics programme in a small undergraduate liberal arts university, and to arrange to have three letters of reference sent directly to Dr. Roger H. Bartley, Vice-President (Academic), St. Thomas University, Fredericton, NB E3B 5G3 (Fax: 506-452-0617). Closing date: October 16, 1995 or when position is filled. Applicants are responsible for ensuring that their files, including letters of reference, are complete by this date. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. St. Thomas University is committed to employment equity for women, native persons, members of visible minority groups and persons with disabilities.

SIMON FRASER UNIVERSITY — The Department of Mathematics and Statistics of Simon Fraser University invites applications for a tenure-track position in Applied and Computational Mathematics at the Assistant Professor level starting September 1st, 1996. At this time our emphasis is on complementing current strengths in mechanics (fluids and solids) and scientific computing, and developing new expertise in industrial and environmental modelling. Applicants are expected to have completed a PhD degree at the time of appointment, have post-doctoral experience or a proven research record, and be able to demonstrate strong potential in both research and teaching. Applications, including curriculum vitae, descriptive statements on research plans and teaching activities should be sent, by 15 December 1995, to: Dr. Katherine Heinrich, Chair, Department of Mathematics and Statistics, Simon Fraser University, Burnaby, BC V5A 1S6 Canada. Please arrange for three letters of reference to be sent directly from the referees. Further information on the department and the university can be found on the WWW site http://www.cecm.sfu.ca/mast_home.html. The position is subject to final budgetary approval. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to all qualified applicants. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The Department of Mathematics and Statistics at Simon Fraser University currently has a dozen faculty members working in applied and computational mathematics and has research excellence in solid and fluid mechanics, numerical analysis, relativity, symbolic computation and optimization. We have approximately 20-25 graduate students (roughly 1/3 of the departmental total) working in these areas, and we offer a graduate degree in Applied and Computational Mathematics. In total, the department has 35 faculty and 5 lab instructors and offers undergraduate programs in applied & computational mathematics, pure mathematics, and statistics and actuarial mathematics. In addition to a high quality research program, we place a strong emphasis on encouraging innovation and commitment to teaching. We have co-op programs at both the graduate and undergraduate levels. Our first year mathematics and statistics courses are supported by an excellent workshop system that provides students with one-on-one contact with teaching assistants and instructors and an environment designed to develop a community of learning. Research and instruction are supported by an extensive university computing network and the department itself has a research network of more than 40 Sun stations and over a dozen Silicon Graphics machines (many of which are located in the Centre for Experimental and Constructive Mathematics). Being located atop Burnaby Mountain in Vancouver, one of the most beautiful cities in the world, the University offers a marvelous working environment.

The University of Manitoba
Continuing Education Division

INSTRUCTIONAL DESIGNER DISTANCE EDUCATION

The Distance Education Program of the Continuing Education Division at the University of Manitoba invites applications from individuals interested in instructional design of distance education courses. Applicants will be expected to have a graduate degree with training and experience in instructional design as well as experience in developing "on-line" courses and in hypertext technology. Preference will be given to applicants with experience in distance education course development and delivery at the university level. Experience with multimedia approaches including audio and video conferencing will be an asset.

The successful applicant will be offered a two-year term position at the rank of Instructor I or II. The instructional designer will be responsible for working with faculty members in the development, revision and implementation of distance education courses with emphasis on "on-line" and multi-media courses. The designer is responsible for the structure and appearance of the course, editing, and the acquisition of audiovisual materials and other media. The instructional designer will also participate in professional development workshops on the instructional design of technology-based courses for other staff members.

The appointment will be at a salary commensurate with qualifications and experience. Salary levels for Instructor I and Instructor II appointments range from $27,448 to $50,128.

The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal people, and persons with disabilities. The University offers a smoke-free work environment, save for specially designated areas. This advertisement is directed to Canadian citizens and permanent residents.

Please send a curriculum vitae and three letters of reference to **Michel Pierre Janisse, PhD, Dean, Continuing Education Division, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.** Applications will be accepted until **September 29, 1995**. The date of appointment will be as soon as possible thereafter.

Faculty of Kinesiology

The Faculty of Kinesiology is developing a major multi-disciplinary research thrust in Epidemiology and Biostatistics. Significant opportunities are available for clinical collaboration and for community studies.

The Sport Epidemiology Research Group of the Sport Medicine Centre, Faculty of Kinesiology will be recruiting a number of faculty with a M D and/or PhD in Epidemiology and/or Biostatistics. This recruitment is in collaboration with the Health Research Group of the Faculty of Medicine.

Applications are invited from medical students with post-doctoral experience as well as from scientists who have demonstrated several years of productive independent research. Seventy-five per cent (75%) of the successful candidates' time will be protected for research activities. Funding is available on a competitive basis through application to the Alberta Heritage Foundation for Medical Research. Successful candidates will be appointed at a faculty rank position consistent with their training and experience. Salary scales are those approved by the university.

The University of Calgary is committed to Employment Equity. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

Please submit a curriculum vitae and brief description of your field of interest and three names of referees prior to September 30, 1995.

Dr. W.L. Veale, Dean, Faculty of Kinesiology
The University of Calgary
2500 University Drive NW
Calgary, Alberta T2N 1 N4

THE UNIVERSITY OF CALGARY

L'Université de Moncton sollicite des candidatures au poste de

Professeure ou professeur

Département d'histoire et de géographie

(Ce poste sera comblé sous réserve d'approbation budgétaire.)

Le Département d'histoire et de géographie offre un poste régulier menant à la permanence, dans les domaines de l'histoire de l'Asie ou des États-Unis et des méthodologies historiques.

Vous devrez, entre autres, pouvoir enseigner dans votre champ de compétence (Asie ou États-Unis) et dans celui des méthodologies historiques aux premier et deuxième cycles, vous occuper de la recherche liée au domaine de l'histoire, diriger les travaux de recherche aux premier et deuxième cycles ainsi que participer aux activités régulières du département.

Vous devez être titulaire d'un doctorat. Le comité tiendra compte de l'expérience en enseignement et en recherche ainsi que des publications, dans les domaines visés par le présent concours.

Entrée en fonction : le 1er janvier 1996 ou le 1er juillet 1996, selon la disponibilité de la personne choisie.

Le dossier de candidature doit comprendre une lettre de candidature contenant des précisions quant au profil de carrière (recherche et enseignement), un curriculum vitæ complet et à jour, trois lettres de recommandation (envoyées directement par les arbitres à l'adresse indiquée ci-dessous) et un exemplaire de deux publications récentes. Veuillez l'envoyer, au plus tard le 31 octobre 1995, à **M. Zénon Chiesson, doyen, Faculté des arts, Université de Moncton, Campus de Moncton, Moncton (N.-B.) E1A 3E9.**

UNIVERSITÉ DE MONCTON

Conformément aux exigences relatives à l'immigration au Canada, ce poste est offert aux citoyennes et citoyens canadiens et aux résidentes et résidents permanents seulement.

The UNIVERSITY of WESTERN ONTARIO

EDUCATION: ACADEMIC APPOINTMENT

EDUCATIONAL POLICY STUDIES

The Faculty of Education invites applications for a tenured or tenure-track position in the Division of Educational Policy Studies. The Division is currently engaged in both pre-service and graduate education and includes members with teaching and research interests in educational administration, philosophy, women's studies, history, comparative education, sociology, political science and law.

The successful candidate will have a PhD or equivalent degree, a research/publication record and teaching experience in educational administration. Additional experience and expertise in other areas of policy studies will be an asset.

Salary and rank will be commensurate with qualifications and experience. The appointment is subject to budget approval and will commence July 1, 1996

Applications including a curriculum vitae and the names of three referees should be sent by **January 30, 1996** to:

Dr. Allen T. Pearson, Dean
Faculty of Education
The University of Western Ontario
1137 Western Road
London, ON N6G 1G7 Canada

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

CLASSIFIEDS

MATHEMATICS & STATISTICS

THE UNIVERSITY OF NEW BRUNSWICK — Department of Mathematics and Statistics invites applications for a tenure-track position in statistics at the Assistant-Professor level, effective July 1, 1996, subject to budgetary approval. Candidates are expected to have a PhD in statistics and to have a commitment to teaching and research. Preference will be given to candidates with experience in statistical consulting and whose expertise could enable them to collaborate on research with at least one current member of the department. Fields represented in the department are bootstrapping, inference under order restrictions, operations research and time series. Salary will depend on the candidate's qualifications. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity. Applicants should provide their CVs and descriptions of their research and teaching interests, and arrange for three letters of reference to be sent. Application materials should be directed to: Dr. Jon Thompson, Chair, Department of Mathematics & Statistics, University of New Brunswick, P.O. Box 4400, Fredericton, NB E3B 5A3; e-mail: dept@math.unb.ca; Fax: 506-453-4705. The deadline for receipt of applications is November 30, 1995.

THE UNIVERSITY OF NEW BRUNSWICK — Department of Mathematics and Statistics invites applications for a tenure-stream position at the Assistant-Professor level, effective July 1, 1996, subject to budgetary approval. Candidates are expected to have a PhD in analysis, applied mathematics, mathematical physics, or topology and to have a commitment to teaching and research. Preference will be given to candidates whose expertise could enable them to collaborate on research with at least one current member of the Department. Salary will depend on the candidate's qualifications. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity. Applicants should provide their CVs and descriptions of their research and teaching interests, and arrange for three letters of reference to be sent. Application materials should be directed to: Dr. Jon Thompson, Chair, Department of Mathematics & Statistics, University of New Brunswick, P.O. Box 4400, Fredericton, NB E3B 5A3; e-mail: dept@math.unb.ca; Fax: 506-453-4705. The deadline for receipt of applications is November 30, 1995.

UNIVERSITY OF VICTORIA — The Department of Mathematics and Statistics at the University of Victoria invites outstanding candidates to apply for a tenure-track position at the Assistant Professor level to commence either on January 1, 1996 or on July 1, 1996. Applicants should have a PhD in Statistics or a related discipline, a strong commitment to undergraduate and graduate teaching, and a demonstrated record of research. Applicants should possess the expertise to teach both applied and theoretical courses in statistics as well as courses in applied probability or stochastic modelling. The successful candidate will be expected to be engaged in basic research in statistics and its applications in one or more of the following areas: biological sciences, economics and business, engineering sciences, health sciences and physical sciences. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. However, if suitable Canadian applicants cannot be found, other individuals will be considered. The University of Victoria is an employment equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal persons. Applications should include a curriculum vitae and should identify the date of availability. In addition, applicants should arrange for three letters of reference to be sent to: Dr. W.E. Pfaffenberger, Chair, Department of Mathematics and Statistics, University of Victoria, Victoria, BC V8W 3P4. Phone: 604-721-7436; Fax: 604-721-8962; e-mail: acme@uvvm.uvic.ca. The closing date for applications is November 10, 1995.

MEDICINE

THE UNIVERSITY OF BRITISH COLUMBIA — Faculty of Medicine, Dean. The University of British Columbia invites applications for the position of Dean of the Faculty of Medicine. The preferred starting date is July 1, 1996. The successful candidate will be a recognised scholar with proven administrative/financial ability and will have demonstrated a dedication to excellence in teaching and research. He or she will provide dynamic leadership. The Faculty of Medicine comprises five basic science departments, twelve clinical departments and two schools offering professional and graduate programs as well as a fully accredited spectrum of Residency Training Programs. Its major activities are conducted at affiliated Teaching Hospitals and at the Point Grey Campus of the University. The appointment is for a term of six years and is renewable. Applications should be sent by October 30, 1995 to: Dr. Daniel R. Birch, Academic Vice President and Provost, University of British Columbia, 632B Memorial Road, Vancouver, BC V6T 1Z2. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities.

MICROBIOLOGY & IMMUNOLOGY

UNIVERSITY OF BRITISH COLUMBIA — Department of Microbiology & Immunology. Assistant Professor. Applications are invited for a tenure-track position in the Department of Microbiology and Immunology. We seek a strong candidate who could interact with established departmental research programmes in the areas of bacterial pathogenesis, immunology, molecular biology or virology. Individuals using molecular approaches to study aspects of microbial pathogens, antimicrobial drug resistance or host cell microbe interactions are especially encouraged to apply. Starting date of appointment will be January 1, 1996. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The position is subject to final budgetary approval. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities. Please submit application, curriculum vitae, together with the names of three referees to: Julian E. Davies, PhD, F.R.S., Professor and Head, Department of Microbiology and Immunology, University of British Columbia, 300 - 6174 University Blvd., Vancouver, BC, Canada V6T 1Z3. Applications should be received by October 15, 1995.

MOLECULAR BIOLOGY

THE UNIVERSITY OF MANITOBA — A position is available for a Research Associate in the field of molecular biology. Experience with PCR and sequencing required. Normally all positions require a PhD and relevant experience. The minimum starting salary is $23,225/annum. Full range of staff benefits. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal people and persons with disabilities. The University provides a smoke-free work environment, save for designated areas. This advertisement is directed to Canadian citizens and permanent residents. Applications, including curriculum vitae, bibliography and letters of reference should be sent by September 30, 1995 to: Mrs. Gail McIndless, Department of Physiology, 730 William Avenue, Winnipeg, Manitoba, R3E 3J7. Telephone: (204) 789-3696; Fax: (204) 774-9517.

MUSIC

THE UNIVERSITY OF ALBERTA — Department of Music. Applications are invited for a full-time tenure track position in Music Theory at the floor of the Assistant Professor level (1994-95 salary range from $39,230-00). This vacancy is subject to the availability of funds. Applicants should have a completed PhD in Music Theory, and have demonstrated excellence (or potential for excellence) in teaching and research. Competence in and familiarity with a wide variety of theoretical approaches to music, both historical and contemporary, and evidence of interest in interdisciplinary scholarship are desirable. Duties will include the teaching of undergraduate and graduate courses, thesis supervision, and an active program of research and publication. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Letter of application, curriculum vitae, three confidential letters of reference, and two examples of papers of publications should be sent to Dr. Fordyce Piez, Chair, Department of Music, University of Alberta, 3-82 Fine Arts Building, Edmonton, Alberta, Canada, T6G 2C9. Appointment date: 1 July 1996. Application deadline: 16 October 1995. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

MUSIC IN EDUCATION

UNIVERSITY OF VICTORIA — Faculty of Education. Music Education Position. Applications are invited for a full-time tenure-track position in Music Education at the Assistant Professor rank. The appointment commences July 1, 1996. General qualifications: a doctorate in music or music education preferred; substantial background and successful teaching experience at both elementary and secondary levels; evidence of research interests and competence. The successful candidate will be expected to teach undergraduate and graduate elementary and secondary music education classes and supervise student teachers and graduate students. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment until a Canadian search is completed and no appointment made. The University of Victoria is an employment equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal persons. Applications should include curriculum vitae, photocopies of transcripts of university coursework, and the names of three references. Applications should be received by November 1, 1995. Send to: Dr. B.A. Hanley, Chair, Department of Arts in Education, University of Victoria, P.O. Box 3010, MS 7836, Victoria, BC V8W 3N4. Fax: 604-721-6589

NATIVE STUDIES

ST. THOMAS UNIVERSITY is a four-year liberal arts institution affiliated with the University of New Brunswick, with which it shares library and some physical facilities. The university is self-governing and grants its own Bachelor degrees in Arts, Education and Social Work, and certificates in Criminology and Social Justice, Gerontology and Social Work. A BA degree within a major in Native Studies has been offered since 1981. The university has an enrollment of approximately 2000 students. The incumbent will be expected to provide leadership in the development of the Native Studies programme, to carry out all responsibilities related to administration of the programme, and to work closely with students and both the university and Native communities. In addition to assuming the responsibilities of the director, the successful candidate will teach course in Native Studies. The Director of Native Studies will be offered a tenure-track position at the rank of assistant professor. Candidates should be of Native ancestry (the New Brunswick Human Rights Commission has approved this requirement) and hold a PhD or equivalent academic qualifications (although a minimum of a Masters degree may be considered) in a discipline appropriate to a liberal arts university. Preferably, applicants should have prior university work experience; a working knowledge of one of the Native languages of the region (Micmac and Maliseet/ Passamaquoddy); and be familiar with the issues of Native post-secondary education in Canada. Applicants are asked to submit a curriculum vitae and evidence of teaching effectiveness (teaching portfolio preferred) and to arrange to have three letters of reference sent directly to Dr. Roger Barnsley, Vice-President (Academic), St. Thomas University, Fredericton, NB E3B 5G3 (Fax: 506-450-9615). Closing date: November 30, 1995 or when position is filled. Applicants are responsible for ensuring that their files, including letters of reference, are complete by this date. In accordance with Canadian immigration requirements, preference will be given to applicants who are either Canadian citizens or permanent residents. St. Thomas University is committed to employment equity for women, Native persons, members of visible minority groups and persons with disabilities

NEUROLOGICAL SCIENCES

UNIVERSITY OF BRITISH COLUMBIA — Louise Brown Chair in Neuroscience. The University of British Columbia invites applications for an endowed chair in Neuroscience in the Division of Neurological Sciences, Department of Psychiatry. The department is seeking to recruit an individual with an outstanding record of achievement in Neuroscience research. While candidates from all areas of Neuroscience are invited to apply, we are particularly interested in recruiting an individual with expertise in the cellular or molecular bases of neurodegenerative disorders and whose research complements that of current members. Candidates must hold a PhD and/or an M.D. degree and show clear evidence of a capacity for independent, original research. The Division of Neurological Sciences offers excellent research facilities. This is a full-time tenure track position which is subject to final budgetary approval. Salary and rank will be commensurate with qualifications and experience. Applicants should send curriculum vitae, list of publications, a statement of research interests, and the names and addresses of three referees to: Dr. W.J. Livesley, Head, Department of Psychiatry, University of British Columbia, 2255 Wesbrook Mall, Vancouver, B.C V6T 2A1. Applications will be accepted until October 1, 1995. The anticipated start date is July 1, 1996. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities

NURSING

THE UNIVERSITY OF ALBERTA — Faculty of Nursing invites applications for a teaching position beginning January, 1996, at the assistant or associate professor level ($38,325.00 - $68,056.00). Appointment salary is commensurate with qualifications and experience. Applicants should have a PhD in Epidemiology and demonstrated research potential. Ideal candidates will also have a background in Nursing. Duties may include teaching research methods and epidemiology to undergraduate and graduate students. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should submit a curriculum vitae, a teaching dossier and the names of three referees to Dr. Marilynn J. Wood, Dean, Faculty of Nursing, University of Alberta, 3-129 Clinical Sciences Building, Edmonton, Alberta, Canada T6G 2G3. Closing date: October 31, 1995. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal people, persons with disabilities, and members of visible minorities.

THE UNIVERSITY OF VICTORIA — The School of Nursing offers a baccalaureate program, both generic and post-R.N., through on campus and distance formats. In partnership with nine nursing programs in British Columbia, the School is involved in implementing an innovative undergraduate curriculum with a health promotion and caring focus. The School participates in a multidisciplinary masters program and is exploring the possibility of developing further graduate programs at the masters level. The School of Nursing values the director working collectively with the faculty, staff, students and community to promote the vision and direction of the School. Applications are invited for the following positions: Director, School of Nursing. The Director will be a tenured faculty member within the School with an initial 3-5 year term. Evidence of successful leadership experiences using a participative management approach is required. Candidates should have university teaching experience and a commitment to both undergraduate and graduate programs, as well as the ability to support and demonstrate excellence in research and community partnerships. In addition, candidates should demonstrate sensitivity to, and involvement and advocacy in contemporary nursing and health care issues. A doctoral degree is required. Appointment level and salary will be commensurate with qualifications and experience. Applications with current curriculum vitae and a minimum of three references should be sent by October 15, 1995 to: Dean James C. McDavid, Faculty of Human and Social Development, University of Victoria, P.O. Box 1700, Victoria, BC V8W 2Y2. Assistant/Associate Professor. At least one tenure track position. Minimum requirements are an earned doctorate or equivalent, preferably in Nursing, a strong clinical background and focus, and teaching experience in a university. Evidence of a developing research and publication program is also required. Collaborative and interdisciplinary experience would be an asset. There is a possibility that one of these positions may be based in Vancouver or the Lower Mainland. Salary will be commensurate with experience. Applications should be received by October 15, 1995, accompanied by a current curriculum vitae and the names of three referees, and should be addressed to: Dr. Anita Molzahn, Director, School of Nursing, University of Victoria, P.O. Box 1700, Victoria, BC V8W 2Y2. The University of Victoria is an employment equity employer and encourages applications from women, persons with disabilities, visible minorities and aboriginal persons

OBSTETRICS & GYNECOLOGY

MCGILL UNIVERSITY, Department of Obstetrics and Gyneology, is seeking a Director of Maternal-Fetal Medicine and Obstetrics. Applications are invited from M.D.'s with certification in Obstetrics and Gynecology (FRCS(C)), or equivalent, and advanced training in perinatology and/or extensive experience. The candidate should demonstrate exceptional teaching and administrative skills in the field of perinatal medicine. The applicant's curriculum vitae should demonstrate capability of mounting clinical and funded research programmes with international recognition. This is a tenure track academic position at the Professor/Associate Professor level open September 1995. Salary is commensurate with qualifications and experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment. Please reply to: Dr. S.L. Tan, Chairman, Department of Obstetrics and Gynecology, Royal Victoria Hospital F4.29, 687 Pine Avenue West, Montreal (Qc) Canada, H3A 1A1.

OPHTHALMOLOGY

UNIVERSITY OF ALBERTA — Ocular Geneticist. The Department of Ophthalmology, Faculty of Medicine, University of Alberta, is actively seeking an Ophthalmologist, at the Assistant Professor level, with training in genetics, electrophysiology, Pediatric Ophthalmology and adult strabismus for a geographic full-time position. The responsibilities of the position may include: maintaining and expanding an established clinical practice and research program in Ocular Genetics, in association with molecular geneticists in the Department. Being responsible for visual function studies, and supervising the work of the technicians in performing electroretinography, electro-oculography, visually evoked responses, dark adaptometry, and other tests of retinal and optic nerve function. Maintaining an active teaching practice in pediatric ophthalmology and adult strabismus. Salary range is $39,230 to $55,526. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The position is available July, 1996. Candidates should send their curriculum vitae by October 31, 1995, indicating their clinical and research interests, along with the names of 3 referees to: Dr. Ian M. MacDonald, Chair, Department of Ophthalmology, University of Alberta, 2-129 Clinical Sciences Building, Edmonton, Alberta Canada T6G 2G3; Phone (403) 492-6641. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

THE UNIVERSITY OF WESTERN ONTARIO — Chair. The Department of Ophthalmology comprises eight full-time members and six part-time members. Full-time members are located within the three major teaching hospitals in London, with the majority located in the Ivey Institute at Victoria Hospital. Education and clinical service are the primary foci of the Department, with a growing commitment to research. Eligibility for Canadian certification and an Ontario licence to practice is required. Candidates should have demonstrated academic leadership, a commitment to excellence in teaching, an established record of research, and sound clinical and management skills. Please send application with curriculum vitae and the names and addresses of three persons prepared to provide a reference to: Dr. R.Y. McMurtry, Dean, Faculty of Medicine, The University of Western Ontario, London, Ontario, Canada N6A 5C1. Positions are subject to University budget approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities. Deadline for submission: September 30, 1995.

OPTOMETRY

UNIVERSITY OF WATERLOO - School of Optometry. Pharmacology/Ocular Disease Faculty Position. Applications are being received for a probationary term (tenure track) appointment at the Assistant/Associate level in the School of Optometry, University of Waterloo. The successful candidate will be expected to carry out research and to instruct in the School's professional, graduate and/or clinical programmes. Preference will be given to candidates who have earned a PhD in Vision Science or a related field and have demonstrated independent research capability. Salary negotiable within a range commensurate with experience and qualifications. A letter of application, curriculum vitae and three confidential letters of reference should be sent by September 30, 1995 to Dr. Jacob Sivak, Director, School of Optometry, University of Waterloo, Waterloo, Ontario N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native people and persons with disabilities. The appointment is subject to the availability of funds.

PEDIATRICS

QUEEN'S UNIVERSITY — The Division of Developmental and Behavioural Pediatrics seeks a pediatrician with post-fellowship training in developmental pediatrics. The position includes clinical, academic and administrative responsibilities. The Child Development Centre provides consultation and continuing service to children with developmental, physical, learning and behavioural disabilities in an interdisciplinary setting and is a member of the Association of Treatment Centres of Ontario. This is a geographic full time position in the Faculty of Medicine at Queen's University. Academic rank and remuneration will depend upon qualifications and experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity programme, welcomes diversity in the work place and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities and visible minorities. Applications should be submitted by 31 October 1995 to: Dr. B.A. Wheatett, Head, Department of Paediatrics, Hotel Dieu Hospital, 166 Brock Street, Kingston, Ontario K7L 5G2.

UNIVERSITY OF BRITISH COLUMBIA — Head, Division of Pediatric Endocrinology. The Department of Pediatrics, University of British Columbia, and B.C.'s Children's Hospital, seek a qualified candidate for Head of the Division of Endocrinology. This Division serves the Province of B.C. for all tertiary care related to endocrinology disorders in infants and children. This is a full-time grant tenure track appointment. Applicants should have a strong background in clinical or basic research, excellent teaching and clinical skills and appropriate administrative experience with proven leadership abilities. Salary and academic rank will be commensurate with qualifications and experience. The anticipated start date is January 1, 1996. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Apply, sending a curriculum vitae and the names of 3 referees by October 31, 1995 to: Dr. Judith G. Hall, Professor and Head, Department of Pediatrics, B.C.'s Children's Hospital, 4480 Oak Street, Vancouver, B.C. V6H 3V4

PATHOLOGY

UNIVERSITY OF BRITISH COLUMBIA — Pediatric Pathologist. The Department of Pathology & Laboratory Medicine, B.C.'s Children's and B.C. Women's Hospitals and the

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Clinical Virologist

DEPARTMENT OF MICROBIOLOGY

The Hospital for Sick Children, a health care, teaching and research centre dedicated exclusively to children; affiliated with the University of Toronto, has an opening for a Clinical Virologist, at a junior level, in the Department of Microbiology. The successful candidate will participate in the provision of diagnostic and consultative services in clinical virology, contribute to the education of undergraduate, graduate, and postgraduate students in medical microbiology and infectious diseases, and conduct independent research. Research interests in newly-emerging viral agents or viral infections in the immunocompromised host are most applicable to the department's interests. Applicants should have an MD or a PhD, with postgraduate training in clinical and diagnostic virology coupled with advanced training in molecular virology. The anticipated start date is July 1st, 1996.

It is expected that the candidate will be eligible for an academic appointment at the Assistant or Associate Professor level at the University of Toronto. Medical graduates must have, or be qualified to obtain, a Fellowship of the Royal College of Physicians and Surgeons of Canada and be eligible for licensure in the Province of Ontario.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Qualified and interested candidates should submit a letter of application, curriculum vitae and names and addresses of three references before November 30th, 1995, to: **Dr.M.A. Karmali, Microbiologist-in-Chief, The Hospital for Sick Children, 555 University Avenue, Toronto, Ontario, Canada M5G 1X8**

HSC THE HOSPITAL FOR SICK CHILDREN — University of Toronto

VERTEBRATE ZOOLOGIST
DEPARTMENT OF BIOLOGY

The Department of Biology seeks to fill a tenure track position for a Vertebrate Zoologist, with a candidate whose research qualifications and interests are in vertebrate animal behavior. Candidates should be qualified to teach an advanced undergraduate course in Animal Behavior as well as Vertebrate Zoology or Animal Ecology. The department desires applicants whose research activities would be complementary to one or more of the existing departmental initiatives in aquaculture, fisheries biology, and wildlife biology. Applicants must have a PhD and be committed to undergraduate and graduate education. The appointee will be expected to develop a vigorous research program. The position will commence 1 July 1996 and be at the Assistant Professor level, subject to budgetary approval.

Closing date is **January 15, 1996**. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

Applicants should submit a letter of application describing their research interests, reprints and a curriculum vitae with the names of three potential referees to:

Dr. J.R. Whittaker, Chair
Department of Biology
University of New Brunswick
Bag Service #45111
Fredericton, New Brunswick E3B 6E1

UNIVERSITY OF NEW BRUNSWICK

Simon Fraser University
Assistant Professor — Health Scientist

The School of Kinesiology at Simon Fraser University seeks an outstanding junior scientist to fill a tenure-track position at the level of Assistant Professor. Appropriate areas of research focus and teaching expertise are: prevention and/or rehabilitation of disorders of major societal concern such as cardiovascular disease, diabetes, or musculoskeletal disorders.

Simon Fraser University, located on top of Burnaby Mountain in Greater Vancouver, is renowned for the high quality of its programs. The School of Kinesiology has the mission to study human structure and function and their relation to health and movement. About 400 students are enrolled in the B.Sc. program in Kinesiology and about 60 graduate students are enrolled in the M.Sc. or PhD programs.

A successful candidate for this position will be expected to have postdoctoral experience, establish an independent research program, and teach at the graduate and undergraduate level. Evidence of excellence in both research and teaching at university level are essential prerequisites.

To apply, please submit by **15 November 1995** your curriculum vitae, 3 publications that you consider most important, and the name, address and telephone of 3 references, to:

J.A. Hoffer, PhD, Director, School of Kinesiology, Faculty of Applied Sciences, Simon Fraser University, Burnaby, British Columbia V5A 1S6, Canada.

In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. All appointments are subject to budgetary authorization.

University of British Columbia seek an experienced Pediatric/Obstetric Anatomic Pathologist at the rank of Associate Professor or Full Professor level. This is a full-time grant tenure track position which is subject to final budgetary approval. The equivalent salaried hospital position is at the rank of Associate Pathologist or Full Pathologist. In addition to diagnostic expertise, the successful candidate will have a record of research accomplishment, be a skilled teacher, and have demonstrated abilities as a collaborative leader and team builder. The clinical duties will include pediatric, perinatal, obstetric, surgical and autopsy pathology and forensic pathology. Special skills in pediatric cardiovascular pathology would be an asset. The appointment will be contingent upon successful licensure by the B.C. College of Physicians and Surgeons and the salary will be commensurate with qualifications and experience. The start date of this position is January 1, 1996. All qualified applicants are welcome especially women, aboriginal people, visible minorities and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications should be received before September 30, 1995, and include a curriculum vitae and names and addresses of three references. Send applications in confidence to: Dr. James E. Dimmick, Director, Department of Pathology and Laboratory Medicine, B.C's Children's Hospital and B.C. Women's Hospital, 4480 Oak Street, Vancouver, BC V6H 3V4.

PHARMACEUTICAL SCIENCES

THE UNIVERSITY OF BRITISH COLUMBIA — Faculty of Pharmaceutical Sciences. Faculty Position — Clinical Pharmacy-Medicine. Applications are invited for a full-time position in the Division of Clinical Pharmacy in the area of adult medicine pharmacy practice at The University of British Columbia to commence 1 November 1995. The successful applicant will hold a joint appointment with the University and the Pharmacy Department of Vancouver Hospital and Health Sciences Centre. The initial appointment will be made at the rank of Assistant Professor (tenure or non-tenure track) although a higher rank may be considered depending upon qualifications and experience. Applicants must possess an advanced degree in pharmacy (Pharm.D. preferred). Supplemental training in a residency or fellowship program appropriate to a specialty field is highly desirable. The successful candidate will join an active Division of Clinical Pharmacy and assist in the provision of undergraduate, Pharm.D., residency and continuing education teaching. Scholarly, clinical services and creative professional activity consistent with the missions of the University and the Hospital will also be required. Salary is negotiable, subject to budgetary approval, and commensurate with experience and qualifications. Deadline for applications: 31 October 1995 or until position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. Requests for further information and applications (with the names of three referees) should be sent to: Dr. John H. McNeill, Dean, Faculty of Pharmaceutical Sciences, The University of British Columbia, 2146 East Mall, Vancouver, B.C., V6T 1Z3.

PHARMACOLOGY

DALHOUSIE UNIVERSITY — Department of Pharmacology, Assistant Professor. The Department of Pharmacology is seeking a pharmacologist with interests in the area of cellular pharmacology and the application of molecular biology to pharmacology and therapeutics. Applicants must have a PhD and should have a strong background in cell signalling and regulation of gene expression. Responsibilities will include undergraduate and graduate teaching and the development of a vigorous independent research program. Opportunities exist for collaborations in a variety of related areas. This is a tenure-track appointment but the successful applicant will be expected to apply for salary support from appropriate granting agencies, including the Medical Research Council of Canada. The level of appointment salary will depend on experience. Dalhousie University is an employment equity/affirmative action employer. The University encourages applications from qualified women, aboriginal peoples, racial minorities and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should submit a curriculum vitae, a statement of research interests, 3 recent reprints and the names and addresses of 3 referees to: Dr. H.A. Robertson, Head, Department of Pharmacology, Faculty of Medicine, Dalhousie University, Halifax, Nova Scotia, Canada B3H 4H7; Fax: 902-494-1388; email Harold.Robertson@dal.ca Application deadline 1 October 1995.

PHARMACOLOGY & THERAPEUTICS

THE UNIVERSITY OF BRITISH COLUMBIA: The Department of Pharmacology & Therapeutics invites applications for a grant term appointment as a Research Associate. Candidates for this position should have a doctoral degree, a minimum of two years post-doctoral experience and demonstrated research abilities. The selected candidate will be required to supervise several graduate students and technicians, monitor and control laboratory and experimental activities, assign research and prepare data for publication. Thorough experience with in vivo methods for drug development and basic research in cardiovascular pharmacology will be required. Salary will be commensurate with qualifications and experience. The anticipated start date is November 1, 1995. The deadline for applications is September 30, 1995. This is a one-year term position, subject to renewal. Applications including a curriculum vitae, selected reprints, a statement of research interests should be sent to Dr. M.J.A. Walker, Department of Pharmacology & Therapeutics, 2176 Health Sciences Mall, Vancouver, BC V6T 1Z3. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens, and permanent residents. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities.

PHARMACOLOGY & TOXICOLOGY

THE UNIVERSITY OF WESTERN ONTARIO — Chair, The Department of Pharmacology and Toxicology is a research and teaching intensive department in the Faculty of Medicine. Its ten full-time and fourteen part-time faculty are committed to basic and applied research, a strong graduate program, and extensive undergraduate teaching. The three major areas of research are: cardiovascular pharmacology/toxicology, molecular pharmacology/toxicology, and neuropharmacology/neurotoxicology. Though a number of cross appointments the Department is also contributing significantly to research in clinical pharmacology. Candidates should hold a PhD (or equivalent) in Pharmacology/Toxicology and have demonstrated excellence in research, academic leadership, and management skills, and a commitment to excellence in teaching. Please send application with curriculum vitae and the names and addresses of three persons prepared to provide a reference to: Dr. R.Y. McMurtry, Dean, Faculty of Medicine, Health Sciences Centre, The University of Western Ontario, London, Ontario N6A 5C1. Positions are subject to University budget approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities. Deadline for submission: Sept. 30, 1995.

PHILOSOPHY

UNIVERSITY OF TORONTO — Medieval Philosophy. Re-issued. The Department of Philosophy, University of Toronto, invites applications for a tenure-stream position at the rank of Assistant Professor, to begin 1 July 1996. PhD and evidence of excellent teaching required. Area of specialization: medieval philosophy. Duties will include research and teaching in area of specialization. Salary commensurate with qualifications. Applications, including a complete dossier, a writing sample, and at least three letters of reference, should be sent to the Chair, Department of Philosophy, University of Toronto, Toronto, Ontario, M5S 1A1. Closing date for receipt of applications: 15 November 1995. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples, and persons with disabilities.

UNIVERSITY OF TORONTO, Department of Philosophy and Erindale College, invites applications for a tenure-stream position at the rank of Assistant Professor, to begin 1 July 1996. AOS open. The successful candidate will teach undergraduate courses at the Erindale Campus, and graduate courses in the Graduate Department of Philosophy. Qualifications: PhD and evidence of excellent teaching. Salary commensurate with qualifications. Applications, including complete dossier with at least three letters reference, and writing sample, should be sent to: the Chair, Department of Philosophy, University of Toronto, Toronto, Ontario, Canada, M5S 1A1. Closing date for receipt of applications: 15 November 1995. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples, and persons with disabilities.

PHYSICS

UNIVERSITY OF TORONTO — Department of Physics. Experimental Quantum Optics. The Department of Physics plans to make a tenure track appointment at the rank of Assistant Professor, with a starting date of July 1, 1996. We seek candidates with a PhD in Physics, proven or potential excellence in both research and teaching whose interests lie in Experimental Quantum Optics. Salary will be commensurate with qualifications and experience. Applications, including a curriculum vitae and three letters of reference, should be sent to Professor D. York, Chair, Department of Physics, University of Toronto, Toronto, Ontario, Canada, M5S 1A7. The deadline for the receipt of applications and letters of recommendation is Friday, December 30, 1995. The University of Toronto is committed to employment equity and encourages applications from qualified women and men, members of visible minorities, aboriginal persons, and persons with disabilities.

THE UNIVERSITY OF WESTERN ONTARIO — Department of Physics. Applications are invited for a tenure-track appointment to commence 1 July 1996 at the rank of Assistant Professor, but rank and salary will be commensurate with qualifications. The successful candidate will be expected to take over direction of the Positron Beam Laboratory (PBL), having responsibility for the research program and operation of that facility, including the supervision of the laboratory personnel, which at present includes 4 post-doctoral fellows, a research associate and a technician. The PBL has 3 high vacuum variable-energy facilities, and supports research on semiconductor defects, as well as positron-solid fundamental interactions and surface science studies of thin metal films during deposition. This laboratory is an important part of a multi-disciplinary research effort at the University in surface, thin-film, and interfacial materials science. The successful candidate will also be expected to teach within the undergraduate and graduate programs of the Department. Applicants should forward a curriculum vitae, list of publications, summary of research interests and the names of at least 3 referees to: Dr. D.R. Moorcroft, Chair, Department of Physics, The University of Western Ontario, London, Canada N6A 3K7, before November 30, 1995. Positions are subject to budget approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

UNIVERSITY OF WATERLOO — The Department of Physics, University of Waterloo, invites applications for a Postdoctoral position available immediately to investigate protein denaturation during hyperthermia. Training in biochemistry or biophysics of proteins is required and experience in molecular biology preferred. This is a one-year position with possible renewal for two further years. Salary commensurate with qualifications. Applicants should forward curriculum vitae with three reference names and description of previous research experience to: Dr. J. Lepock, Chair, Department of Physics, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada N2L 3G1. Telephone: 519-888-4567, extension 2214; Fax: 519-746-8115; Email: Lepock@sciborg.uwaterloo.ca

PLANT SCIENCES

THE UNIVERSITY OF WESTERN ONTARIO — Department of Plant Sciences. Molecular Geneticist. The Department of Plant Sciences at The University of Western Ontario is seeking applications from highly qualified candidates for an Assistant Professor (tenure-track) position(s) beginning approximately July 1, 1996 (start date negotiable). The successful candidate(s) will have considerable experience and expertise in molecular genetics as applied to plants, fungi, algae or photosynthetic prokaryotes, and would join other faculty from Plant Sciences and Zoology in a joint Molecular Genetics Unit. The unit contains modern, purpose built laboratories and a large Molecular Genetics core facility, very well equipped for analyses of nucleic acids and proteins. The Department has one of the strongest groups of young faculty in the country and has excellent research facilities including a nearby large multidisciplinary Environmental Science field station with facilities for growing crops and an on-site laboratory for genetical research, extensive campus greenhouse/growth chamber space, a new electron microscope and a wide range of modern experimental equipment. The criteria we will look for include a PhD in genetics or a related discipline and appropriate postdoctoral training in an internationally respected research laboratory, a proven research record including publications of high quality, the ability to work well with others, and evidence of interest, enthusiasm and ability in teaching. The successful candidate will be expected to develop a vigorous and innovative research program, well supported by external funding, and contribute to the department's commitment to excellence in graduate and undergraduate training. For the initial years of the appointment the undergraduate teaching duties will primarily be in our large

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UNIVERSITÉ YORK UNIVERSITY

Toronto, Canada

Tenure Track Appointments — 1995-96

York University, Faculty of Education, invites applications for two new positions:
Culture and Technology
Teaching: Community and Adult Education

The Context:
The Faculty of Education offers innovative pre-service, professional development and graduate programs. We are committed to building our teacher education programs around academic frameworks for *language, culture and teaching*. The Faculty values collaboration and an interdisciplinary orientation to education. Its staffing approach encourages tenure-track faculty in Education to work with educators seconded from their school boards and with colleagues from other academic departments across the University. The York Campus is ideally situated at the centre of the Greater Metropolitan Toronto area and the Faculty works closely with culturally diverse urban school settings.

The Candidate:
Candidates will have completed a doctorate and present evidence of broad engagement with study and practices associated with one of the two vacancies. Candidates must present evidence of the ability to: establish a strong program of scholarly research; provide excellence and leadership in undergraduate and graduate teaching and supervision; collaborate with colleagues in the field and across the University; and, be actively involved in the field of education.

The Appointment:
While preference will be given to an appointment at the Assistant Professor level, initial rank and salary will be commensurate with qualifications and experience. The appointment would normally commence by 1 September 1996.

York University is implementing a policy of employment equity, including affirmative action for women faculty. The Faculty of Education encourages applications from qualified people of colour, Aboriginal/First Nations people, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

Applications:
A detailed *letter of application* should address your qualifications and research in relation to the advertised position and to the context described above. Submit your *curriculum vitae*, one sample of your *scholarly writing*, and the names/addresses of *three or more potential referees* to:

Dr. Stan Shapson, Dean, Faculty of Education
c/o S853 Ross Bldg., York University,
4700 Keele Street, North York, Ontario M3J 1P3

Closing Date:
Applications, postmarked up to **October 31, 1995,** will be accepted.

UNIVERSITY OF SASKATCHEWAN

Invites applications and nominations for the position of

DEAN OF EDUCATION

The University of Saskatchewan offers an outstanding opportunity to candidates committed to the development and direction of a College of Education dedicated to excellence in teaching, scholarship, and community service. The Dean is responsible to the Vice-President (Academic) for the leadership and administration of the academic programs, budgets, and activities of the College.

The College of Education consists of five departments and other academic units in the areas of administration, curriculum studies, exceptional children, foundations, psychology, and Indian Teacher education. The College offers several types of programs leading to the Bachelor of Education degree for elementary and secondary teachers, and a program leading to a Bachelor of Music in Music Education. Graduate degree programs and post-graduate diploma programs are offered in most areas. Enrollment in the four year Bachelor of Education program for 1994-95 was about 1900 and about 350 graduate students in full and part-time studies. The University has approximately 19,000 students registered in 13 colleges.

The Dean will provide dynamic leadership within the College and will be an established scholar with proven administrative ability and a demonstrated record of support for educational equity. The Dean will hold an academic appointment as a professor. The Dean will also be involved in the University's general academic leadership. The appointment, effective July 1, 1996, will be for a term of five years in the first instance.

Nominations and applications with up-to-date *curricula vitae* will be accepted until **October 15, 1995** and should be submitted to:

Dr. Patrick J. Browne, Vice-President (Academic)
University of Saskatchewan
216 Administration Building, 105 Administration Place
SASKATOON, SK S7N 5A2

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

The University of Saskatchewan is committed to the principles of Employment Equity and welcomes applications from all qualified candidates. Women, people of Aboriginal descent, members of visible minorities, and people with disabilities are invited to identify themselves as members of these designated groups on their application.

THE UNIVERSITY OF REGINA

invites applications and nominations
for the position of

Dean of the Faculty of Administration

The University of Regina is a growing and innovative organization with over 1,000 employees, 11,500 students and an annual operating budget exceeding $79 million. It is situated in beautiful Wascana Park, one of the largest urban parks in North America. The Faculty of Administration is one of the University's eleven academic areas having about 33 academic and support staff and approximately 800 undergraduate and graduate students and an annual operating budget of approximately $2.4 million. Its programs include Diploma of Associate in Administration, Bachelor of Administration, Masters of Business Administration and Masters of Public Administration. The Faculty maintains close academic liaison with the Saskatchewan Indian Federated College, School of Business and Public Administration.

The Dean will provide effective academic leadership and sound administration to the Faculty and will provide strong representation for the Faculty within the University and in the public and private sectors within the province and beyond. Candidates will have demonstrated administrative skills, an excellent record of teaching and research appropriate for the rank of Professor in a relevant Administration discipline, and an understanding of the integral relationship among undergraduate education, research, and graduate education.

The appointment could commence as early as January 1, 1996, and no later than July 1, 1996, and will normally be for a term of five years. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Send applications or nominations, including a complete curriculum vitae and names of at least five referees in confidence by **October 15, 1995**, to:

Dr. Dianne Common
Vice-President (Academic)
University of Regina
Regina, Saskatchewan
S4S 0A2

The University of Regina is committed to the principles of employment equity.

Honors Genetics program. Applications including a c.v. and copies of recent significant papers should be forwarded to Dr. A.W. Day, Chair, Department of Plant Sciences, The University of Western Ontario, 1151 Richmond Street, London, Ontario N6A 5B7. Telephone (519) 661-2111 ext. 6465; Fax: (519) 661-3935. Arrangements should be made for 3 letters of reference to be sent to the same address. Applications will be accepted until November 30, 1995, or until a suitable candidate is found. Positions are subject to budget approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

THE UNIVERSITY OF WESTERN ONTARIO — The Department of Plant Sciences at The University of Western Ontario is seeking applications from highly qualified candidates for one or two Assistant Professor (tenure-track) positions beginning approximately July 1, 1996 (start date negotiable). The successful candidates will preferably have research interests in the general area of Environment and Plant Biology and would be able to complement existing research programs in plant physiology, genetics, or ecology. The criteria we will look for include a PhD and appropriate postdoctoral training in an internationally respected research laboratory, a proven research record including publications of high quality, the ability to work well with others, and evidence of interest, enthusiasm and ability in teaching. The successful candidate will be expected to develop a vigorous and innovative research program, well supported by external funding, and to contribute to the department's commitment to excellence in graduate and undergraduate training. The Department has one of the strongest groups of young faculty in the country and has excellent research facilities including a dedicated molecular genetics unit, a nearby large multidisciplinary Environmental Science field station, extensive campus greenhouse/growth chamber space, a new electron microscope and a wide range of modern experimental equipment. Applications including a c.v. and copies of recent significant papers should be forwarded to Dr. A.W. Day, Chair, Department of Plant Sciences, The University of Western Ontario, 1151 Richmond Street, London, Ontario N6A 5B7. Telephone (519) 661-2111 ext.6465; Fax: (519) 661-3935. Arrangements should be made for 3 letters of reference to be sent to the same address. Applications will be accepted until November 30, 1995, or until a suitable candidate(s) is/are found. Positions are subject to budget approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

POLITICAL ECONOMY

CARLETON UNIVERSITY — Institute of Political Economy. Subject to budgetary approval the Institute of Political Economy invites applications annually from distinguished senior scholars to teach some aspect of political economy at the graduate level as a Visiting Professor for a period of between two and twelve months. The applicant should have a record of internationally recognized published scholarship, and offer work of an interdisciplinary character attracting students from several disciplines. Applications should be sent to: The Director, Institute of Political Economy, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply. The next deadline for applications is December 15, 1995.

POLITICAL SCIENCE

CONCORDIA UNIVERSITY. The Department of Political Science at Concordia University invites applications for a tenure track appointment at the level of Assistant Professor. The position will be in International Relations. Preference would be given to someone competent to teach quantitative methods. The appointment will be effective from August 15, 1996. Candidates will be expected to have a completed PhD; teaching and research experience would be an asset. Application including a curriculum vitae and three letters of reference should be sent to Dr. H. Habib, Chair, Department of Political Science, Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, Quebec H3G 1M8. The closing date for receipt of application is November 7, 1995. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Concordia University is committed to Employment equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. All things being equal, women candidates shall be given priority. This position is subject to budgetary approval.

UNIVERSITY OF TORONTO — The Department of Political Science at the University of Toronto invites applications for a tenure Track position in the field of International Relations. Area specialization is open. Candidates should have a record of excellence in research. In addition, we are looking for a person capable of outstanding teaching in large undergraduate courses as well as a doctoral course in advanced international relations theory. The position will be at the rank of Assistant Professor beginning July 1996. Applicants should have a PhD in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents (landed immigrants) of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities. Applicants should have 3 referees send letters of recommendation under separate cover to the address below. Applicants should also send a current curriculum vitae to: Professor Robert O. Matthews, Chair, Department of Political Science, University of Toronto, 100 St. George Street, Toronto, Ontario, Canada, M5S 1A1. Deadline: November 10, 1995

UNIVERSITY OF NEW BRUNSWICK — The Department of Political Science of the University of New Brunswick is inviting applications for a tenure track appointment in Canadian Politics at the Assistant Professor rank. The appointment is subject to budgetary approval. The successful candidate will instruct students at the undergraduate and graduate levels as well as participate in offering the introductory political science course. A completed PhD is preferable. Candidates nearing completion are also invited to submit applications. This appointment will take effect on July 1, 1996. Applications, including a curriculum vitae and the confidential assessments of three referees, should be sent to: Chairperson, Department of Political Science, University of New Brunswick, P.O. Box 4400, Fredericton, N.B. E3B 5A3; Tel:(506) 453-4826; Fax:(506) 453-4755. The deadline for the receipt of applications is January 15, 1996. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity

UNIVERSITÉ LAVAL — Le Departement de science politique désire pourvoir un poste de professeur ou professeure dans le domaine des études internationales/relations internationales. Les candidatures féminines sont particulièrement sollicitées. Fonctions: Enseignement aux trois cycles d'études, encadrement des travaux de deuxième et troisième cycles, activités de recherche et de publication, autres activités universitaires. Exigences et critères de sélection: Détenir un doctorat au moment de la clôture du concours; posseder des expériences en enseignement ou en recherche constituera un atout supplémentaire, fournir un dossier de publications correspondant à l'étape de carrière. Traitement et conditions de travail selon la convention collective en vigueur. Entrée en fonction: 1er juin 1996. Les personnes intéressées doivent faire parvenir, avant le 1er décembre 1995, leur curriculum vitae, trois lettres de recommandation et une copie des publications pertinentes à: Monsieur Jean Mercier, directeur, Departement de science politique, Faculté des sciences sociales, Université Laval, Québec (Québec) Canada G1K 7P4; Tel. (418) 656-2407, télec. (418) 656-7864; Courrier électronique pol@ppl.ulaval.ca. Faculté des sciences sociales — Departement de science politique. En vertu de son Programme d'accès à l'égalité, l'Université Laval entend consacrer la moitié de ses postes vacants à l'engagement de femmes. En accord avec les exigences du ministère de l'immigration du Canada, cette offre est destinee en priorité aux citoyennes et citoyens canadiens et aux residentes et résidents permanents du Canada.

UNIVERSITY OF VICTORIA - Chair, Department of Political Science. Applications and nominations are invited for the position of Chair of the Department of Political Science, University of Victoria. The appointment will be made at the Professor or Associate Professor level. Candidates must have a distinguished record of scholarship and professional achievement. The successful candidate should also possess demonstrated administrative experience and ability. The Department has 10 regular faculty members. It offers majors and honours programs at the undergraduate level, as well as a graduate program in political science leading to an M.A. degree. We invite applicants with expertise in any field within political science. Send nominations or applications (CVs and names of four referees) to: Dr. Louis O. Costa, Chair of Search Committee, Faculty of Arts and Science, University of Victoria, P.O. Box 3045, Victoria, British Columbia V8W 3P4 Canada. Applications and nominations will continue to be received until the position is filled. The successful candidate is expected to take office by July 1st, 1996 or as soon as possible. The University of Victoria is an employment equity employer and encourages applications from women, persons with disabilities, visible minorities and aboriginal persons.

PSYCHOLOGY

WILFRID LAURIER UNIVERSITY — Applications are invited for three tenure-track positions at Wilfrid Laurier University. All positions will begin July 1, 1996. One position will be in the area of Community Psychology, with a focus on the psychology of women, women's issues, and community mental health. For the remaining two positions, applications are invited from individuals with teaching and research interests in one or more of the following areas: abnormal/clinical, personality, human neuropsychology, sensation/perception, social, and developmental. One of the positions may be filled by a person with an interest in cultural diversity. In addition, at least one of the successful applicants will have an interest in and an ability to teach research methods and statistics, preferably with a focus on multivariate statistical methods including path analysis and structural equations modelling. All successful applicants will have a commitment to quality teaching and will have a strong and active program of research. Applications should be received no later than Jan. 1, 1996. Applicants should send a curriculum vitae, copies of recent publications, a statement of teaching and research interests, and three letters of reference to Dr. Keith Horton, Chair, Department of Psychology, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5 (email: shortont@mach2.wlu.ca). This advertisement is directed in the first instance to Canadian citizens and permanent residents. The University is committed to employment equity and invites applications from women, visible minorities, aboriginal persons, and persons with disabilities. The University provides a smoke-free working environment.

THE UNIVERSITY OF WESTERN ONTARIO, Department of Psychology, invites applications for a probationary (tenure-track) appointment at the Assistant or Associate Professor level. Individuals with research interests in any area of Cognitive Psychology are invited to apply as our intention is to hire the strongest candidate regardless of specialty area. The successful candidate will have strong doctoral-level academic training, plus demonstrated ability in research and teaching. Applicants should submit a copy of their vita, copies of representative publications, and arrange to have three letters of recommendation sent to Dr. Clive Seligman, Chair, Department of Psychology, University of Western Ontario, London, Ontario, Canada N6A 5C2. The scheduled starting date is July 1, 1996. Positions are subject to budget approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

UNIVERSITY OF WATERLOO — Psychology. Applications are being accepted for a tenure-track position at the Assistant Professor level in Social Psychology. A PhD is required and responsibilities include teaching at the graduate and undergraduate levels, development of a sustained research program, and supervision of student research. Methodological expertise and an ability to teach graduate statistics are desirable. Send application, curriculum vitae, samples of scholarly work, and three letters of recommendation to Michael Ross, Chair, Department of Psychology, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. The application deadline is Nov. 1, 1995; the starting date is Sept. 1, 1996. This appointment is subject to budgetary approval. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

RELIGIOUS STUDIES

THE UNIVERSITY OF WINNIPEG Religious Studies Department invites applications for a tenure track position in World Religions, at either the Assistant or Associate rank, beginning July 1, 1996. Candidates with a completed PhD who can demonstrate both excellence in teaching and a commitment to research will be preferred, though ABDs may be considered. Teaching responsibilities are primarily at the undergraduate level and the successful candidate will have teaching competence in as many of the following areas as possible: Buddhism, Hinduism, East Asian religions and Islam, method and theory in the

THE ROCKEFELLER FOUNDATION
African Dissertation Internship Awards

Doctoral students from sub-Saharan Africa are invited to apply to the Rockefeller Foundation for dissertation research support. The program enables PhD students enrolled in U.S. and Canadian universities to return to Africa for extensive research involving field observation or the use of primary sources available only in Africa. Priority is given to research topics in the fields of agriculture, environment, health, life sciences, population, and schooling.

Applicants are responsible for arranging affiliation with an African institution able to provide needed research support, such as laboratory facilities, access to study sites, and technical advice. The candidate's faculty advisors, the host institution in Africa, and the agency with primary responsibility for financing the student's graduate work must all send letters of endorsement. The maximum award is $20,000. Deadlines for applications are October 1, 1995 and March 1, 1996.

Upon completion of their doctoral degrees, alumni of the ADIA program who return to Africa are invited to apply for Rockefeller Foundation African Science-Based Development Career Awards. Information on these awards is mailed with application materials for the ADIA Program.

For a full description of the competition and the application requirements, please write to: **African Dissertation Internship Awards, The Rockefeller Foundation, 420 Fifth Avenue, New York, NY USA 10018-2702.**

CAUT ACPPU BULLETIN

ADVERTISING RATES

CLASSIFIED SECTION

Display ads[1]	$4.00
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All prices quoted are per agate line.

[1] Agency commission 15% (camera-ready artwork required)

[2] These prices indicate a colour advertising surcharge based on number of colours used per page or fraction of page. Separations to be supplied by advertiser

ADVERTISING DEADLINES

The *Bulletin* is published 10 times during the academic year: 1st week of each month September through June.

NOV	DEC	JAN
CLASSIFIED Oct 10/95 • 12 PM	CLASSIFIED Nov 10/95 • 12 PM	CLASSIFIED Dec 7/95 • 12 PM
DISPLAY Oct 17/95 • 12 PM	DISPLAY Nov 17/95 • 12 PM	DISPLAY Dec 14/95 • 12 PM

DATES LIMITES

Le *Bulletin* est publié dix fois pendant l'année universitaire, soit la première semaine de chaque mois, de septembre à juin.

NOV	DÉC	JAV
PETITES ANNONCES le 10 oct 1995 • MIDI	PETITES ANNONCES le 10 nov 1995 • MIDI	PETITES ANNONCES le 7 déc 1995 • MIDI
GRANDES ANNONCES le 17 oct 1995 • MIDI	GRANDES ANNONCES le 17 nov 1995 • MIDI	GRANDES ANNONCES le 14 déc 1995 • MIDI

TARIFS DE PUBLICITÉ

SECTION DES ANNONCES CLASSÉES

Grandes annonces[1]	4,00 $
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[1] Commission de 15 % des agences (illustrations prêtes à photographier)

[2] Ces tarifs comportent un supplément pour la publicité en couleur selon le nombre de couleurs utilisées par page ou par partie de page. L'annonceur doit fournir la sélection des couleurs.

PUBLISHER'S STATEMENT
DÉCLARATION DE L'ÉDITEUR

Advertisements which state a deadline date for submission of applications that is before the 30th of the month of publication cannot be accepted.

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, handicap, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the *Bulletin* are open to both men and women. Advertisements using gender specific language will not be accepted except when the language has been mandated by Human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the *Bulletin* with a statement as to these reasons.

Many Canadian universities are signatones to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of $200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities. As a result, applications for some positions advertised in the CAUT *Bulletin* may be asked to provide information of a confidential nature.

As a service to CAUT members interested in positions available in other countries, the *Bulletin* accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, Suite 500, 1012 - 14th, St. N.W., Washington, DC 20005; tel: 202-737-5900.

Ne peuvent être acceptées les annonces qui mentionnent une date limite pour la réception des demandes avant le 30 du mois de publication.

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'handicap, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le *Bulletin* soient offerts aux hommes et aux femmes. Les annonces utilisant un langage sexiste ne sont pas acceptées à moins que la loi sur les droits de la personne ne le permettre. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédactrice du *Bulletin* une déclaration énoncant ces raisons.

Beaucoup d'universités canadiennes se sont jointes au Programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'au moins 200 000 $ doivent s'engager, comme condition de la soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des autochtones, des personnes handicapées et des minorités visibles. A cette fin, on pourra demander aux candidat(e)s à certains postes annonces dans le *Bulletin* de l'ACPPU de fournir des renseignements à caractère confidentiel.

Le *Bulletin* accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. A l'exception des États-Unis, où l'Association of American University Professors enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPPU publie une liste d'universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, suite 500, 1012 14th, St. N.W., Washington, DC 20005; tel: (202)737-5900.

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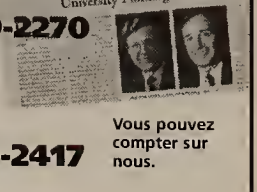

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study of religion and an introduction to world religions. Familiarity with the history, status and roles of women in the respective religious traditions is expected. The ability to teach courses in religion and ethics/religion and culture from a cross-cultural perspective is an asset. There are also occasional opportunities for developing and teaching courses at the Masters level. The successful candidate's area of research and scholarship will be religions of East Asia, Buddhist studies, or Islam. Preference will be given to candidates with a demonstrated interest in some aspect of the encounter between eastern and western religions. The application deadline is October 13, 1995, though earlier application is strongly encouraged. Applicatiom should include a cover letter, a curriculum vitae, 3 letters of reference, evidence of teaching ability and one sample of the applicant's work, and should be addressed to: Dr. Peggy L. Day, Chair, Religious Studies Department, University of Winnipeg, 515 Portage Avenue, Winnipeg MB R3B 2E9. In accordance with Canadian immigration requirements, this advertisement is directed first at Canadian citizens and permanent residents. Salary is commensurate with qualifications and experience. This position is subject to final budgetary approval.

SOCIOLOGY

QUEEN'S UNIVERSITY — The Department of Sociology, Queen's University, invites applications for a tenure-track appointment at the Assistant Professor level, focusing on the socio-cultural aspects of communication and information technology (CIT), commencing July 1, 1996. Salary will be commensurate with experience and qualifications. Duties include undergraduate and graduate teaching and supervision and conducting research in the CIT field with emphasis on globalization, cultural industries, the relationship between communication technology and contemporary culture, and telecommunication policy. A strong background in sociology, especially social theory, is a requirement. The Department will admit its first cohort into the PhD program in the fall of 1996; one of the concentrations in the PhD program is the sociology of communication and information technology. Applications, including curriculum vitae and names of three referees, should be sent to The Chairperson, Appointments Committee, Department of Sociology, Queen's University, Kingston, Ontario, K7L 3N6. The closing date for receipt of applications is Friday, October 20, 1995. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity programme, welcomes diversity in the workplace and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities, and visible minorities.

UNIVERSITY OF TORONTO - Department of Sociology. Position in the Sociology of Health and Medicine. The Department of Sociology, University of Toronto, invites applications for a tenure-stream position at the rank of Assistant Professor to begin July 1, 1996. A PhD degree with thesis specialization in the area of the sociology of health and medicine is required. Clear and substantial evidence of excellence in research and teaching is required. Duties will include teaching and research in the area of the sociology of health and medicine. Salary commensurate with qualifications. Applications including a complete curriculum vitae, writing sample, and the names and addresses of at least three referees should be sent to: Professor John Simpson, Chair, Department of Sociology, University of Toronto, 203 College Street, Fifth Floor, Toronto, Ontario M5T 1P9. Closing date for applications is November 27, 1995. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

SPANISH & LATIN AMERICAN CULTURES

UNIVERSITY OF NEW BRUNSWICK — The Department of Spanish and Latin American Cultures invites applications for a probationary tenure track position at the Assistant Professor level beginning July 1st, 1996, subject to budgetary approval. Applicants must have native or near-native fluency in Spanish, and be trained in current language acquisition methods. The successful candidate will teach elementary and advanced language. A completed PhD is preferred as well as some expertise and interest in Latin America. Interested candidates are asked to submit a curriculum vitae, an outline of present and future research directions, a summary of teaching experience and the names and addresses of three referees to: Chair, Department of Spanish and Latin American Cultures, P.O. Box 4400, University of New Brunswick, Fredericton, New Brunswick, E3B 5A3. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications will be accepted until position is filled. The University of New Brunswick is committed to the principle of employment equity

THEATRE

UNIVERSITY OF REGINA — Department of Theatre. Applications are invited for a tenure-track appointment at the rank of Assistant Professor in the area of Costume Design to commence January 1, 1996. Applicants should have an M.F.A. or equivalent in Design. The successful applicant will be required to teach the full range of classes in the B.F.A. Design (Costume) area. Responsibilities will also include supervising graduating practicums and designing costumes for department productions. Teaching and/or professional experience would be an asset. The University of Regina offers four-year programs leading to the degrees in B.F.A. Performance, Crafts and Design, Stage Management; B.A. and B.A. Honours; as well as a special three-year B.A. It is currently constructing a $26 million building that will house all new facilities for the Theatre Department, including two theatres. Please submit applications with a curriculum vitae, a copy of all university transcripts and the names of three referees who have been asked to send letters by September 30, 1995 to: Dr. Michael Rushton, Dean, Faculty of Fine Arts, University of Regina, Regina, Saskatchewan S4S 0A2. The University of Regina is committed to employment equity. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

TRADUCTION

UNIVERSITÉ DE MONTRÉAL — Faculté des arts et des sciences. Le Département de linguistique et de traduction de la Faculté des arts et des sciences de l'Université de Montréal recherche une professeure ou un professeur de niveau adjoint(e) en traduction. Fonctions: enseignement aux trois cycles, avec encadrement des étudiants aux cycles supérieurs. Exigences: doctorat obtenu ou sur le point d'être obtenu et expérience de l'enseignement de la traduction. Expérience de la traduction générale du français vers l'anglais et dans au moins un des domaines suivants: traduction commerciale, traduction juridique, traduction technique. Recherche et publications. Traitement: selon la convention collective. Date d'entrée en fonction: le 1er juin 1995. Les personnes intéressées doivent faire parvenir leur curriculum vitae, trois lettres de recommandation et des copies de leurs publications récentes, avant le 30 novembre 1995 à: M. Jean-Claude Gémar, directeur, Département de linguistique et de traduction, Université de Montréal, C.P. 6128, succursale Centre-ville, Montréal (Québec) H3C 3J7. Conformément aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse en priorité aux citoyens canadiens et aux résidents permanents. L'Université souscrit à un programme d'accès à l'égalité en emploi pour les femmes.

VISUAL ARTS

UNIVERSITY OF REGINA. Department of Visual Arts. Applications are invited for a tenure-track appointment at the rank of Assistant Professor to commence July 1, 1996. The successful applicant will have particular strengths in painting and drawing and will teach at the undergraduate and graduate levels. Additional areas of expertise such as: intermedia, photography or computer imaging would be an asset. Applicants should possess an M.F.A. degree, teaching experience at the university level, an active exhibition record and a substantial knowledge of contemporary discourse and critical issues. Please submit a letter of application together with a curriculum vitae, a copy of all university transcripts, slides of current work, statement of teaching philosophy and the names of three referees who have been asked to send letters by October 31, 1995 to: Dr. Michael Rushton, Dean, Faculty of Fine Arts, University of Regina, Regina, Saskatchewan S4S 0A2. The University of Regina is committed to employment equity. In accordance with Canadian immigration regulations this advertisement is directed to Canadian citizens and permanent residents

ACCOMMODATIONS

SABBATICAL RENTAL — Calgary. Jan 1 1996 - July 31 1996. Furnished, 6 year-old, 1800 sqft, 3 bedroom detached house, 2 1/2 bathrooms (jacuzzi ensuite), beautiful open-plan design, all appliances, 2-car attached garage, large fenced yard. Furnished for couple and two small children, with additional playroom and bedroom in walk-out basement. Easy access to U of C. $1000/mo + utilities. Tel: (403) 239 2891 or (403) 220 4115, e-mail dedwards@acs.ucalgary.ca.

VANCOUVER — Kitsilano area — 3+ BR, 1.5 bath, furnished house to rent/exchange. Charming character home, hardwood floors, lots of light, southfacing porch, all appliances, etc; 5 min. drive or 15 minute bus ride to University of B.C.; on major bus routes to downtown (15 min.); quick walk to beach, shopping, restaurants, etc.; non-smoking. Available Jan. to May 1996 (dates flexible). $1800/month including utilities. Call Marlee or Joel (604)732-9060, or e-mail: kline@law.ubc.ca.

SABBATICAL RENT, Vancouver. March 15-May 1, 1996. Fully furnished 3 bedroom rancher-style home conveniently located close to downtown and UBC (25 min. drive). Covered sundeck, fully-fenced backyard, spacious kitchen and family room/study. $1,100 month plus utilities. Tel: (604) 241-8886 or 291-5044

EDUCATORS BED & BREAKFAST NETWORK — $27 a night for two. Private membership travel network of B&B's for educators. Stay with members at over 2700 locations in 30 countries. Choose your destination and we do the rest. Call (800) 377-3480, write Box 5279, Eugene, OR 97405, fax (503) 683-8494, or try the World Wide Web; http://www.efn.org/~edbabnet.

EDMONTON — Sabbatical Rental: 3 bedroom furnished bungalow, quiet area near buses, 20-minute walk to University of Alberta. Available January-May 1996. $900/month. (403) 437-4423/492-0837.

HULL, Front House. Beautifully renovated and furnished pied-à-terre in heritage neighbourhood. Close to universities and the Hill. Short/long term. 819-771-0944

SABBATICAL RENTAL - Montreal. Spacious home, fully furnished, three/four bedrooms plus two den/studies. Ideal for academic and/or professional couple. Convenient to all amenities. Easy public transport to all four universities. Available Sept. 1/95 to Aug 31/96, dates negotiable. No smoking, no dogs $1250/month. Phone 514-486-8661; fax 514-398-4760. E-mail frank@socialwork1.lan.mcgill.ca.

SABBATICAL RENTAL Quebec City. Charming, spacious and well furnished cottage; 3-bedrooms, 1 study and 1 equipped kitchen. Available Sept 95 or Jan 96 for 12 months. Located close to schools, shopping, hospitals, buses, downtown and 15 min. to Laval University and CEGEP. Private ward and parking. Including cable TV 1300$/month, charges included. No pets, non-smokers. References required, fax: 418-656-2324; phone: 418-656-2932; internet. gamathe@ift.ulaval.ca web: http://www.ift.ulaval.ca.

SALE OR RENT

Alta Vista, 3 BR, 2 Bthrm, den, lge kitch., deck, fin. basement + room. 220,000 greatly reduced or 1600$, phone 613-521-2559.

Director of International Education

Langara College has a mandate for excellence in the provision of superior educational opportunities for students. This is an exellent opportunity for an imaginative professional to assume a key role in the international marketing of our courses, programs and educational expertise.

You'll be responsible for increasing international student enrolment, procuring international contracts, and developing employee exchange studies programs. Additionally, you will monitor contracts, exchange and external studies programs, and coordinate the process of internationalizing Langara's curriculum. Importantly, you will liaise directly with the College's Instructional, Student and Education Support, Financial Support, Continuing Education and College Service areas.

You hold a post secondary education at the Master's level, or a relevant Bachelor's degree and work experience. Seven years' senior level management/administration experience is essential and you are knowledgeable of initiatives in international contracts, education and business. You bring a demonstrated ability to liaise effectively across international business and educational sectors, with an emphasis on marketing and promotion.

We offer a competitive remuneration package and the opportunity to apply your expertise in a collaborative work environment. Please forward your resume, *clearly identifying how your experience meets our requirements*, in confidence by September 22, 1995, to: **Mr. K. Jillings, Director of Employee & Labour Relations, Langara College, 100 West 49th Ave., Vancouver, B.C. V5Y 2Z6. Fax (604) 323-5622.** WE ARE COMMITTED TO EMPLOYMENT EQUITY. WE THANK ALL APPLICANTS FOR THEIR INTEREST. HOWEVER, ONLY THOSE TO BE INTERVIEWED WILL BE CONTACTED.

LANGARA COLLEGE

HEAD OF GENERAL INTERNAL MEDICINE

Vancouver Hospital & Health Sciences Centre, Department of Medicine, invites applications for the position of Head of the Division of General Internal Medicine.

The successful candidate will have an FRCPC or equivalent in Internal Medicine and demonstrated status in administration as well as in research and post-graduate teaching. As the incumbent will also be responsible for supporting the academic missions of the University of British Columbia's Department of Medicine, credentials should be in keeping with an appointment at the Professor or Associate Professor level.

Salary will be commensurate with experience. Commencement date is July 1, 1996 or sooner.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Please submit a letter of application, the names of three referees and a CV no later than November 30, 1995 to: Dr. G.B.J. Mancini, Eric W. Hamber Professor and Head, Department of Medicine, University of British Columbia and Vancouver Hospital & Health Sciences Centre, 950 West 10th Avenue, Vancouver, BC V5Z 4E3.

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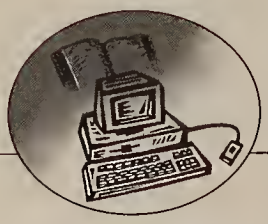

Transitions

CAUT Librarians' Conference · February 29 to March 2, 1996 · Montreal, Quebec
Colloque des bibliothécaires de l'ACPPU · Du 29 février au 2 mars 1996 · Montréal, Québec

THEME
Academic Librarianship in Transition

The CAUT Librarians' Committee's fourth biennial conference will deal with the theme of academic librarianship in transition. Plenary sessions will treat issues of leadership, trends, strategies and visions for academic librarians and libraries at Canadian universities. Concurrent workshops will address matters of the changing post-secondary education system in Canada, reorganization, restructuring and government intervention.

Other sessions will consider the contractual definition of duties, the impact of performance indicators, job security and tenure.

There will be additional workshops on workload, association solidarity, academic staff development and compensation. This forum provides an excellent opportunity to exchange ideas and concerns about the future activities of academic staff and their terms and conditions of employment.

KEYNOTE
"Leadership Issues for Academic Librarians in a 'Fin de Siècle' Context: Political and Strategic Perspectives"

PLENARY
Trends, Strategies and Visions — Academic Librarianship in Transition

CONCURRENT SESSIONS
- Post-Secondary Education, Change and the Information Resources Sector in Transition
- Reorganization and Restructuring in Canadian Universities and Academic Libraries
- Government Intervention and Performance Indicators: Friend or Foe?
- Contractual Definition of Duties and Performance Indicators
- Organizing Librarian Representation
- Job Security and Tenure
- Workload Models *(Session in French)*
- Association Solidarity
- Compensation, Leaves and Other Benefits for Academic Staff

CONFERENCE FEES
Before January 29 $300 Additional Delegates $275
After January 29 $350 Addtional Delegates $325

HOTEL RATE
Le Château Champlain $89 *(single/double/taxes excluded)*

THÈME
La profession de bibliothécaire d'université en transition

Le thème du quatrième colloque biennal du Comité des bibliothécaires de l'ACPPU portera sur la profession de bibliothécaire d'université en transition. Dans les séances plénières, des questions comme les tendances, les stratégies et les perceptions des bibliothécaires et des bibliothèques d'université au Canada seront abordées. Des séances simultanées porteront sur l'évolution du secteur de l'enseignement postsecondaire au Canada, sur la réorganisation, la restructuration et l'intervention du gouvernement.

D'autres séances traiteront de la définition contractuelle des tâches, des indicateurs de rendement, de la sécurité d'emploi et de la permanence.

Des ateliers supplémentaires seront offerts sur la tâche, la solidarité d'une association, le perfectionnement du corps universitaire et la rémunération. Le colloque est une excellente occasion pour les bibliothécaires d'échanger des idées et des préoccupations sur leurs activités futures et leurs conditions d'emploi.

ALLOCUTION PRINCIPALE
«Questions de leadership dans un contexte de fin de siècle pour les bibliothécaires d'université : perspectives politiques et stratégiques»

PLÉNIÈRE
Les tendances, les stratégies et les perceptions — la profession en transition

SÉANCES SIMULTANÉES
- L'enseignement postsecondaire, le changement et le Secteur des ressources en information en transition
- La réorganisation des universités canadiennes et de leurs bibliothèques
- L'intervention du gouvernement et les indicateurs de rendement : amis ou ennemis?
- La définition contractuelle des tâches et les indicateurs de rendement
- Organiser la représentation des bibliothécaires
- La sécurité d'emploi et la permanence
- Des modèles de charge de travail *(Séance en français)*
- La solidarité d'une association
- La rémunération, les congés et autres avantages du personnel universitaire

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Avant le 29 janvier 300 $ Délégués supplémentaires 275 $
Aprés le 29 janvier 350 $ Délégués supplémentaires 325 $

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Le Château Champlain 89 $ *(simple/double/taxes en sus)*

For more information please contact Nancy Gordon 613.820.2270
Pour information, veuillez communiquer avec Nancy Gordon 613.820.2270